

RESERVE COMPONENT MEMBERS:

A REPORT FROM THE 1992 RESERVE COMPONENTS SURVEYS

**Shelley Perry and D. Wayne Hintze
Westat, Inc.**

**Patrick Mackin
SAG Corporation**

**Mary M. Weltin
Defense Manpower Data Center**

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13. ABSTRACT (Maximum 200 words) To better understand and plan for the needs of a changing military force, the Defense Manpower Data Center (DMDC) conducted the 1992 Reserve Components Surveys. Major topics that were addressed in the member survey include: amount of compensation and benefits, impact of service on civilian jobs and family life, quality of unit leadership, downsizing of Reserves, and perceptions about skill development and its relationship to civilian jobs. The questionnaire was mailed to 76,783 members with responses received from 47%. The objective of this report was to analyze issues relating to individual and unit readiness for mobilization and deployment. Highlights of the report include the following: a) individual preparedness increased as pay grade increased; b) junior enlisted were less likely to have workable dependent-care arrangements in case of emergency; c) the most common potential work-related problem from mobilization was loss of income; d) the burden placed on the spouse was the most cited family-related problem; e) nearly 90% of respondents reported that the opportunity to serve the country made at least a moderate contribution to their most recent retention/reenlistment decision.				
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RESERVE COMPONENT MEMBERS: A REPORT FROM THE 1992 RESERVE COMPONENTS SURVEYS

Executive Summary

Background

The mission of the Reserve Components has changed since the implementation of the Department of Defense's (DoD) Total Force policy in 1970. Subsequently, the Reserve Components' roles have changed and are continuing to change. As part of the Total Force, Reserve units fill out the structure of Active units and, in many cases, deploy as augmentees serving side by side with members of Active units. Reserve units have had to adopt the overall military posture of flexible response to both foreign and domestic events such as educating foreign populaces in democratic principles, acting as peacekeepers in the midst of warring parties, and responding to domestic natural disasters like earthquakes and floods. For Reserve units to respond effectively to such a wide array of operational demands, readiness is critical. Quality of life for the military member and family has been recognized as an important contributor to readiness.

Since 1971, DoD has conducted a series of surveys to assess the characteristics, attitudes, and opinions of Reservists. In 1986, the first large-scale surveys of Reserve Component members and spouses were conducted. The *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses (hereinafter referred to as the *1992 Reserve Components Surveys*) represent the latest in this series of surveys. This report is one in a series of four reports describing the results of the 1992 surveys: *Report on Reserve Component Members*, *Report on Reserve Spouses*, *Special Topic Report on Military and Civilian Occupations of Reservists*, and *Special Topic Report on Financial Issues of Reserve Service*. (In addition, a *1992 Reserve Components Surveys Comment Report* has been submitted).

In the *1992 Reserve Components Surveys*, a stratified random sample of Reserve members was selected. Four primary sampling groups were identified: unit members, individual mobilization augmentee (IMA) Reservists, military technicians, and a longitudinal sample of current Reservists who had participated in the 1986 survey. Sampling strata in all but the longitudinal group were defined based on Reserve Component, military personnel category (enlisted vs. officer), and gender. The seven Reserve Components represented were the Army National Guard (ARNG), the Army Reserve (USAR), the U.S. Naval Reserve (USNR), the U.S. Marine Corps Reserve (USMCR), the Air National Guard (ANG), the U.S. Air Force Reserve (USAFR), and the U.S. Coast Guard Reserve (USCGR). The Reserve member sample was obtained by taking a simple random sample within each sampling stratum. Surveys were also mailed to all spouses of the Reserve member sample.

The samples were drawn in December 1991 and updated in March 1992. Three different survey questionnaires were developed: one for officers, one for enlisted personnel, and one for spouses of Reserve members. Data collection occurred between November 1992 and December 1993. From a population of 984,939 Reservists, 76,783 were selected for the member sample, and 36,069 members responded. Spouse surveys were mailed to the home addresses of those Reservists in the member sample who were married. In the spouse survey, 24,107 spouses responded.

The survey data were weighted using a three-step procedure. First, base weights were computed as the reciprocal of the individual's probability of selection. Second, weights were adjusted for nonresponse to compensate for those who did not return valid completed surveys. Third, weights were

poststratified to adjust sample estimates to conform to the known total number of Reserve members and an estimate of the number of spouses and couples in the Reserve population as a whole. The number of spouses in the population was estimated by summing the weights of the Reserve sample members who indicated that they were married.

Demographic Characteristics of Reservists

The majority of Reservists were enlisted members and were in drilling units. The ARNG and the USAR were the largest of the Reserve Components. Reservists were overwhelmingly male (87%), although the proportion of female Reservists rose slightly since 1986. A higher proportion of Reservists than U.S. civilians were minority members (27% vs. 23%). Reservists as a group were younger than the U.S. population, and they were also more likely to be married.

Reservists were better educated in 1992 than they were in 1986 and were better educated than the U.S. civilian population. Ninety-two percent of Reservists in 1992 had at least a high school diploma; this education level was significantly higher than that of the U.S. civilian population (76%). This percentage of Reservists who had at least a high school diploma represented an increase from 83 percent in 1986.

Although more than 50 percent of Reservists were married and more than 50 percent had children, marital status, family type, and family size varied significantly with pay grade group and age. Older Reservists in higher pay grade groups were married in higher proportions and had larger numbers of dependents. Fewer Reservists were in a first marriage in 1992 than in 1986, and more were divorced, separated, or remarried.

Military Background of the 1992 Reserve Components Surveys Population

Most Reservists have had relatively long tenure in the Reserve Component. The largest group (26%) had served 11-19 years in the Reserve Component. Most Reservists had served only in their current Reserve Component; a small percentage had served in related Components. A large percentage (74%) of Reservists expected to serve to retirement in the Reserve Component. The percentage of Reservists who expected to serve to retirement increased as pay grade group increased.

The majority (54%) of Reservists entered the military directly through a Reserve Component; the remainder entered through an Active Component. However, over one half (52%) of Reservists reported that they had prior active-duty service, generally short in duration.

Most Reservists expected another promotion, but this percentage decreased as pay grade group decreased. Few enlisted personnel expected to be commissioned as an officer.

Few Reservists overall had changed units within the previous 2 years, but when they did, the reasons most often given for the transfer were disestablishment of the unit or relocation of a personal residence. Only one third of Reservists reported that they needed retraining in a new skill for their position in the new unit. A greater percentage of officers changed units within the previous 2 years than did enlisted personnel.

Less than one fourth of Reservists were mobilized during Operation Desert Shield/Desert Storm, and 10 percent were deployed to the Persian Gulf. USMCR members were mobilized at a higher rate than were other Components. Mobilizations were relatively short, averaging slightly less than 6 months.

Readiness for Mobilization and Deployment

Nearly 4 out of 10 Reservists (39%) believed that a call-up would occur in the near future. ANG and USAFR members were more likely than other Reservists to believe that a call-up was probable to certain. Whereas 24 percent of Reservists expected to be mobilized with their present units in a call-up, the percentage differed by Reserve Component. Only 15 percent of USMCR members expected to do so, compared with 40 percent of USCGR members. Among all Reservists, 65 percent expected that their mobilization duties and annual training duties would be the same if they were mobilized.

Less than 25 percent of Reservists identified personnel issues as problems affecting unit training objectives. The most commonly cited personnel problem was being below strength at the E1-E4 level (23%), followed closely by lack of staff resources (22%). When Reservists were asked to cite problems with their units' equipment, facilities, and supplies, they most often responded insufficient access to good training facilities (33%). ANG members were consistently less likely to cite equipment, facility, and supply problems than were members of other Reserve Components. The two responses most often cited as unit training and drilling problems were insufficient time to plan training (34%) and insufficient time for drills (26%). More officers than enlisted Reservists cited these two problems areas, probably because officers had more responsibility for unit training.

Regarding their units, Reservists expressed the greatest satisfaction with their unit's 1991 annual training (49%), but they were least satisfied with training they received during unit drills (29%). Reservists were most dissatisfied with the opportunity to use their specialized military skills during unit drills. As for unit morale, Reservists rated it slightly above the scale midpoint (4.6 on a scale from 1 to 7).

Reservists in the lower enlisted pay grades were less likely than other Reservists to have prepared for mobilization by having a current will and power-of-attorney, maintaining a record of emergency data, and filing a family-care plan. In general, individual preparedness increased as pay grade group increased among both officers and enlisted Reservists. Although 80 percent of Reservists had an emergency data record, updated it yearly, and notified their families about the location of emergency papers, only 49 percent had a current will, and only 36 percent had a power of attorney. These proportions, however, constituted a dramatic increase over preparedness in 1986. In 1986, only 28 percent of Reservists had a current will, and 17 percent had a power-of-attorney.

The percentage of Reservists who indicated they had workable dependent-care arrangements in case of short-term or long-term emergencies also rose between 1986 and 1992. The percentage with workable arrangements in case of a short-term emergency rose from 65 percent to 75 percent; the percentage with workable long-term arrangements rose from 43 percent to 59 percent. Junior enlisted Reservists were less likely than other Reservists to have either workable short- or long-term arrangements, and senior officers were best prepared.

The most common potential job-related problem from mobilization was loss of income. Among all Reservists, 47 percent indicated the loss would be a problem. Officers were more likely than enlisted members to cite job-related problems. The most common family-related problem was the burden that a call-up placed on the Reservist's spouse, which was cited by nearly one half of all Reservists for whom the question applied. (This percentage does not include those for whom the question did not apply, which would eliminate Reservists who were not married.) The least cited family-related problem was that mobilization would increase the chances of a separation or divorce (14%).

Career Plans and Retention Intent of Reservists

The most commonly cited reason that made a major or moderate contribution to Reservists' most recent retention/reenlistment decisions was the opportunity to serve the country. Nearly 90 percent of Reservists indicated that this factor made at least a moderate contribution. Other frequently cited influences included pride in accomplishments and earning credit toward retirement. Reservists least often cited training for a civilian job, the opportunity to use military equipment, and educational benefits. Junior enlisted Reservists were more likely to indicate that educational benefits influenced their most recent reenlistment decision, and senior enlisted Reservists and officers were most likely to identify retirement credit as a major or moderate contributor. IMAs were least likely to cite money-related factors as major or moderate contributors, whereas military technicians were most likely to identify such reasons.

Nearly 30 percent of all Reservists were certain they would remain in the Reserves when their terms of enlistment or current obligations expired. About one half as many said there was no chance they would remain. Reenlistment/retention likelihoods were highest for senior enlisted Reservists and ANG, USAFR, and USCGR members. Junior enlisted Reservists and members of the USMCR were least likely to plan to stay.

Over one half of all Reservists were almost sure or certain that they would stay in the Reserves until they qualified for retirement. Retirement intentions were lowest among junior enlisted Reservists and highest for E7-E9 and O4+ Reservists, as one would expect because pay grade is correlated with time in service.

The most frequently cited factor (especially among E5-E9 Reservists) in deciding to leave the Reserves was ineligibility to reenlist. E1-E4 Reservists, however, most often indicated slow promotions as the most important reason for leaving. Officers were most likely to cite conflicts between unit drills and their family activities as reasons for leaving.

Reservists were more satisfied with leadership opportunities in their Reserve units than they were with promotion opportunities. Nearly 37 percent of Reservists were satisfied with leadership opportunities, but only 24 percent were satisfied with promotion opportunities. Satisfaction with both promotion and leadership opportunities tended to rise with pay grade group. Most officers expected to finish their Reserve careers in a higher pay grade than their current grade. Junior officers expected the most upward mobility, but only 28 percent of W4+ warrant officers expected to leave at a higher pay grade.

The most common length of enlistment (enlisted Reservists) or initial obligation to serve (officers) was 6 years. Only 27 percent of O1-O3 officers and 4 percent of O4+ officers were under obligation.

Fifty-four percent of Reservists were greatly or very greatly concerned with the impact of force reductions on their long-term opportunities in the Reserves. Concern was highest among E5-E9 and O1-O3 Reservists. Reservists were less concerned about the impact of force reductions on their communities if their units closed and about any financial strain if they had to leave the Reserves—about one third of Reservists were very greatly or greatly concerned about these issues. Military technicians were more concerned about all three force-reduction issues than were unit members and IMAs.

Reservists' overall satisfaction with their Reserve service was fairly high—the average Reservist reported a satisfaction level of 5.1 on a scale from 1 to 7. These satisfaction levels were stable across Reserve Components as well. Overall satisfaction and satisfaction with pay and benefits both tended to rise with pay grade group.

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1. Introduction and Background

The traditional role of the Reserve Components has been primarily to provide support to the Active Components, mainly through the operations of its combat-support and combat-service-support units. Reserve units were, in effect, "held in Reserve" (Binkin & Kaufmann, 1989) to augment and expand Active units. However, the All-Volunteer Armed Force began rebuilding the Reserves in 1973, and the Department of Defense (DoD) implemented its Total Force policy in 1970. Since then, the Reserve Components' roles have changed and are continuing to change. As part of the Total Force, Reserve units fill out the structure of Active units and, in many cases, deploy as augmentees serving side by side with members of Active units (Moskos, 1990). In response to recent global events, Reserve units have had to adopt the overall military posture of flexible response to both foreign and domestic events (Binkin & Kaufmann, 1989; Segal, 1993). Reserve units have been called upon to respond to increasingly difficult and demanding assignments, ranging from educating foreign populations in democratic principles to peacekeeping in the midst of warring parties. In recent years, Reserve troops have participated in operations in Grenada, Panama, Somalia, Haiti, Rwanda, the Sinai, and Bosnia. Moreover, Reservists played a critical role in Operation Desert Shield/Desert Storm. On the home front, they have been called to duty in support of the Federal Emergency Management Agency for the California earthquake, Mississippi River floods, hurricanes along the Southeast coast, Northwest forest fires, and various state civil emergencies.

Reservists play an important, but often overlooked, role as the face of the military to the general public (Walker, 1992). Some commentators (e.g., Walker, 1992) have argued that Reservists are deeply embedded in their local communities, due to historical factors of service and modern recruiting and retention policy, and are most appropriately regarded as civilian, home-town military members. As citizen-soldiers, Reservists often serve as opinion leaders on military policy and advise young people on the benefits and costs of a military career. Reservists' opinions about their profession are important because they influence the public's perception of the military as a career path for young people.

For Reserve units to respond effectively to such a wide array of operational demands, readiness is critical. Quality and frequency of training, quality and availability of equipment, and personnel strength are the primary determinants of unit readiness; but other issues (e.g., quality of life) also affect readiness (Perry, 1996). The satisfaction and morale of Reservists are affected by factors that include amount of compensation and benefits, impact of Reserve service on civilian jobs and family life, quality of unit leadership, downsizing of the Reserves, and perceptions about skill development and its relation to Reservists' civilian jobs. The attitudes of the Reservist's family toward military service also influence the member's morale and future military plans.

The series of surveys on which this report is based was established, in part, by DoD to assess such issues on a periodic basis. The *1992 Reserve Components Survey of Officers*, the *1992 Reserve Components Survey of Enlisted Personnel*, and the *1992 Reserve Components Survey of Spouses* tapped the attitudes and opinions of Reservists and their spouses on a broad range of issues related to quality of life. This report discusses occupational issues of Reservists in their military and civilian lives.

Background on the Reserve Component Forces

The DoD Total Force policy brought the Active and Reserve Forces into an integrated U.S. military force. The five Active Components are the U.S. Army, U.S. Navy, U.S. Marine Corps, U.S. Air Force, and U.S. Coast Guard. The Reserve Force consists of seven Services: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Naval Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR), and U.S. Coast Guard Reserve (USCGR).

Description of Each Reserve Component

All seven Reserve Components were included in the survey. The Reserve Components are distinct with regard to history, structure, roles and missions, and demographic compositions. A description of each of the Reserve Components is provided to establish a context for information and findings described in this report.

ARNG. The ARNG is the largest Reserve Component, comprising more than one third of the Selected Reserve. The ARNG has both a federal and a state mission. The federal mission is to maintain properly trained and equipped units for prompt mobilization during a war, national emergency, or as otherwise needed. The state mission is to provide trained and disciplined forces for domestic emergencies or as otherwise directed by state law. The ARNG has served in every armed conflict since the beginning of the nation and has provided strong domestic support for national disasters, the environment, law enforcement, and community needs. The ARNG is composed of a land force of combat, combat-support, and combat-service-support units. It holds the longest military tradition among the Reserve Components, basing its history on the first permanent militia regiment organized in 1636.

USAR. The USAR, the second largest Reserve Component, has a mission to provide trained units and qualified individuals who are available for active duty in the Army during a war or national emergency and at other such times as national security requires. The USAR began in 1908 with the establishment of the Medical Reserve Corps. The USAR is composed primarily of combat-support and combat-service-support units that support the Active Component. Many of the USAR's support functions are unique: This Reserve Component supports the Total Army with functions such as training divisions, enemy POW brigades, and rail battalions. Relative to other Reserve Components, the USAR has a high proportion of officers (about one fifth of its members).

USNR. The USNR mission is to provide trained units and qualified personnel available for active duty in time of war or national emergency and at such other times as the national security requires. Traditionally, the USNR has focused on meeting global threats under short notice. Early in the 1800s, the first naval militias were established by the states. The first naval battalion within the state militia was established by Massachusetts in 1888. In 1915, Congress formally established the federal Naval Reserve. The modern USNR is composed of ship-based units, shore and support forces, aircraft squadrons, and augmentation units providing professional support services such as intelligence, medical, and legal services. The USNR also has a relatively high proportion of officers (about 20%).

USMCR. The mission of the USMCR is to augment and reinforce its Active counterpart by providing qualified units and individuals to augment Active commands in time of war or other national emergency. The USMCR also reinforces the Active Component through replacement or provision of special operational capabilities not available in Active units. It is a small component, with the largest

proportion of junior enlisted members (more than two thirds of its members) among the Reserve Components.

ANG. Like the ARNG, the ANG has both a federal and a state mission. The federal mission is to maintain properly trained and equipped units that are available for prompt mobilization during a war, national emergency, or as otherwise needed. The state mission is to provide trained and disciplined forces for domestic emergencies or as otherwise directed by state law. The ANG grew out of the ARNG's interest in the developing field of aviation, specifically through ballooning, in the early 1900s. It was established formally in 1947. Today, the ANG functions as part of the first line of defense, with a community-based force that is responsive to federal, state, and local authorities.

USAFR. The USAFR supports the U.S. Air Force mission to defend the United States through control and exploitation of air and space. It provides global reach and global power to America and functions as a force held in reserve for possible war or contingency operations. The USAFR grew out of the movement toward air power early in this century and directly out of the Army Air Corps in World War II. The USAFR was created in 1948, 1 year after the U.S. Air Force was formally established. The USAFR now performs some U.S. Air Force missions in their entirety (such as weather reconnaissance and aerial spraying), supports and augments the U.S. Air Force flying mission, and provides mission support. The USAFR has a relatively high proportion of officers, nearly one in five members.

USCGR. The smallest of the Reserve Components is the USCGR, comprising less than 1 percent of the Selected Reserve. The USCGR is unique in its dual-reporting structure. It operates under the Department of Transportation in peacetime and under DoD in times of war or national emergency. The military mission of the USCGR is to provide trained personnel for active duty in times of war and national emergency or when Active Components require additional personnel. In addition to its national defense role, the USCGR has major national security peacetime roles: maritime safety, maritime law enforcement, and marine environmental protection. The USCGR was formed in 1939 as a civilian auxiliary to assist the U.S. Coast Guard. In 1941, it was established as a separate military Reserve Component.

In 1992, the Reserve Component was approximately 60 percent as large as the Active Component. Between 1989 (the year of peak strength) and 1995, Total Military was reduced by about 25 percent, from 3.3 million to 2.5 million. The Reserve Forces were reduced by about 19 percent (from 1.2 million to 950,000), but the percentage of Reserve members in the Total Force increased from 35 to 38 percent.¹

Description of Reserve Status Categories

Reserve Components are composed of members with different service statuses. The major categories are:

- Ready Reserve, which has three constituent groups:

Selected Reserve: Individuals assigned to troop program units (TPUs), the individual mobilization augmentation (IMA) program, and the Active/Guard Reserve (AGR) program

¹ Figures supplied by Office of the Assistant Secretary of Defense for Reserve Affairs.

Individual Ready Reserve: Pretrained individuals who have already served in Active Component units or in the Selected Reserve and have a military obligation remaining

Inactive National Guard: Members of the ARNG who are in an inactive status

- Standby Reserve: Inactive Reservists who maintain some affiliation with the military
- Retired Reserve: Reservists who are retired from service

The *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses was administered to a scientific sample of Selected Reserve members and their spouses. This report details both differences in attitudes and opinions among the respondents and differences in how Reservists are affected by issues such as pay, job status, hours of work, and the relationship between military and civilian jobs. The different statuses of Selected Reserve members also imply somewhat different experiences as Reservists. These different circumstances of service may also contribute to differences in perceptions about the experience of being a Reservist. The different statuses for Selected Reserve are described below. All but AGR members, who did not participate in the *1992 Reserve Components Surveys*, are covered in this report:

Part-time unit members: This is the largest category of Reserve personnel. Part-time unit members operate in either operational units within the Reserve Component or in augmentation units for the Active Component. Upon mobilization, these units are subsumed into the Active Component. Part-time unit members are required to participate 1 weekend per month and for 2 full weeks of annual training. All Reserve Components contain part-time unit members.

Military technicians: These full-time Reservists also support Reserve units or provide support in the Selected Reserve. These individuals are federal civilian employees who provide the units with administrative, training, and maintenance support. Military technicians must maintain their status as Reserve unit members, serving in a Reserve unit for weekend drills and annual training. ARNG, USAR, ANG, USAFR, and USCGR use military technicians.

Individual mobilization augmentees (IMAs): These Reservists are trained individuals who are assigned to an Active Component, the Selected Service System, or the Federal Emergency Management Agency in support of a mobilization. IMAs also train part-time with an Active Component unit. Most IMAs participate in 24 drill periods each year, but some participate only in annual training. USAR, USNR, USMCR, and USAFR use IMAs.

AGR: AGRs serve on active duty with a Reserve or National Guard unit to organize, administer, recruit, instruct, or train in Reserve units. Some individual AGR personnel also are assigned to headquarters and support functions of both Active and Reserve Components. All Reserve Components except USCGR use full-time support personnel.

The 1992 Reserve Components Surveys

Since 1971, DoD has conducted periodic surveys of active-duty military members and their spouses. In 1986, DoD added the first large-scale survey of Reserve Component members and spouses. The *1992 Reserve Components Surveys*, which continued this program of research, is the largest study to survey the characteristics, attitudes, and opinions of Reserve Component military members and their spouses. It

is especially valuable in that it was administered to personnel in all military services. Thus, statistically projectable estimates can be produced for the Reserves as a whole and for each Component.

Questionnaire Design

Like their predecessors, the *1992 Reserve Components Surveys* were designed to provide timely policy-sensitive information about the military life cycle. The 1992 survey instruments were constructed around a core of questions similar to those used in previous surveys of Active and Reserve DoD personnel. The questionnaires focused on attitudes, experiences, and demographic characteristics of members and spouses. The questions examined a wide range of military personnel issues, including the impact of military policies on the family, the individual, and the individual's career intent; factors affecting readiness; and differences in attitudes, experiences, and intent among different subpopulations. The *1992 Reserve Components Surveys* added contemporary topics that included Operation Desert Shield/Desert Storm experiences, the effects of downsizing, compensation, dual-military families, military single parents, and family well-being.

Officers and enlisted personnel were surveyed with separate instruments: the *1992 Reserve Components Survey of Officers* and the *1992 Reserve Components Survey of Enlisted Personnel*, respectively. Although the two instruments differed mainly in terminology, some items were specific to only officers or enlisted personnel. A survey instrument was also developed for spouses of Reserve members; it was called the *1992 Reserve Components Survey of Spouses*. This instrument covered many of the same content areas explored in the officer and enlisted personnel surveys, but from the spouse's perspective. Items specific to Reserve spouses were also included. The 1992 surveys also contained a subset of questions asked of members in the 1986 surveys, thereby allowing a cross-sectional comparison of member responses across time.

The questionnaire design team included representatives from the Office of the Assistant Secretary of Defense for Reserve Affairs and from the Defense Manpower Data Center (DMDC). After the general content of the questionnaires was determined, DMDC prepared draft questionnaires that were similar to the *1986 Reserve Components Surveys*. The questionnaires were reviewed by the design team and then pretested with military members and spouses. The questionnaires are included as Appendix A.

Reserve members. The *1992 Reserve Components Survey of Officers* and the *1992 Reserve Components Survey of Enlisted Personnel* questionnaires each consisted of eight sections.

Location: Current residence and month of completion of the survey

Military Background: Reserve Component, length of service, promotion expectations, service history within the Reserve and Active Components, and activation for Operation Desert Shield/Desert Storm

Military Plans: Reservists' military obligations, plans to remain in the military and reasons for this decision, concerns about downsizing, family readiness, and family problems related to mobilization

Military Training, Benefits, and Programs: Military occupation; attendance at weekend drill and annual training; hours of Reserve duty; Reserve pay; health and dental insurance; Reserve benefits (e.g., commissary, exchange, and educational benefits); assessments of unit training, equipment, supervision, and morale; perceived likelihood of future mobilizations; and plans for reporting for duty

Individual and Family Characteristics: Basic demographics (e.g., age, racial/ethnic background, education, marital status, and characteristics of spouses and family members); spouse's attitude toward Reserve service; child care plans during mobilization; and perceived mobilization problems

Civilian Work: Type of work performed by the Reservist in his/her civilian job, amount of pay, attitude of the civilian employer toward Guard/Reserve service, and spouse's employment

Family Resources: Family income and household expenses

Military Life: Reservists' attitudes toward and satisfaction with the military

Reserve spouses. In the *1992 Reserve Components Survey of Spouses*, an introductory section directed unmarried Reservists to return the survey without completing it and instructed spouses who were also Reservists to complete the survey from their perspectives as Reserve spouses.² Following this introductory section, the questionnaire contained five substantive sections.

Family Military Experience: Spouse's military history, member's military history, and spouse's perception of the member's plans to remain in the Guard/Reserve

Your Background and Family: Basic demographics (e.g., gender, age, race/ethnic background, education, marital history, and family composition) and child care arrangements and costs

Family Work Experience: Spouse's labor force status and earnings, conflicts between the spouse's job and the member's job, and effect of the member's Reserve participation on household income

Guard/Reserve Programs: Commissary and exchange use, familiarity with and participation in Reserve programs and activities for family members, spouse volunteer activity, medical and dental insurance coverage, problems caused by member participation, sources of social support in the event of mobilization, and financial effects of Operation Desert Shield/Desert Storm

Family Concerns: Use of community/civilian social services, spouse's perception of member's motivation for Reserve participation, and spouse's attitude toward member's participation

Sample Design

Reserve members. The sample for the *1992 Reserve Components Survey of Officers* and the *1992 Reserve Components Survey of Enlisted Personnel* was a stratified random sample of Reserve Components members who were on the Reserve Components Common Personnel Data System (RCCPDS) as of December 1991 and October 1992 (see Rizzo, Morganstein, Nieva, & Perry, 1994, for

² It was possible for a Reservist to complete both a member survey and a spouse survey.

details of the sampling design). The sample was drawn using the December 1991 RCCPDS and updated with current addresses and pay grades in March 1992.

The sample consisted of 76,783 members and was divided into four mutually exclusive groups. The first group, the longitudinal sample group, included Reservists selected in the *1986 Reserve Components Surveys* who were still in the Reserves as of December 1991. The second group included IMAs from the USAR, USAFR, USNR, and USMCR.³ The third group included military technicians from the ARNG, USAR, and ANG.⁴ The fourth group included unit members who were Reservists attending weekend drills with Reserve units from each military Component.

The 1992 longitudinal group was a sampling stratum with no further classification (i.e., the sample was not divided into substrata). The other three sampling groups were further divided into strata using cross-classifications formed by Reserve Component, military personnel category (officers vs. enlisted personnel), and gender. For example, one distinct sampling stratum was female IMA officers in the USAR. A simple random sample was taken within each sampling stratum. The sampling rates (i.e., ratio of the sample size to the population size) differed across strata in order to equalize the variances.

Table 1-1 describes the four primary sample groups and includes the December 1991 population size, the overall sampling rate, the sample size, and the number of sampled Reservists in each stratum who were eligible. The eligibility rate is the ratio of eligible sampled Reservists to the sample size. The number of eligible sampled Reservists who returned questionnaires is also shown for each group. The response rate is the ratio of responding Reservists to eligible sampled Reservists.

Table 1-1
Sample Group Summary

	December 1991 Population	Sampling Rate	Sample Size	Eligible Count	Eligibility Rate	Respondent Count	Response Rate
1986 longitudinal sample	50,849	0.20	10,000	9,427	0.94	5,336	0.57
IMAs	27,966	0.18	5,087	4,887	0.96	3,003	0.61
Military technicians	48,379	0.13	6,117	6,007	0.98	4,099	0.68
Unit members	857,745	0.06	55,579	51,758	0.93	23,631	0.46
All Reservists	984,939	0.08	76,783	72,079	0.94	36,069	0.50

Reserve spouses. The sample frame for the *1992 Reserve Components Survey of Spouses* consisted of all spouses of Reserve members selected to participate in the *1992 Reserve Components Surveys* of officers and enlisted personnel. The number of spouses in each of the four subsamples was thus determined by the number of married military members in the subsample. The sample consisted of 76,783 potential spouses (if every sampled member had been married). Actual population counts and sampling rates for the spouse sample are not available.

³ USCGR IMAs were inadvertently excluded from the 1992 sample.

⁴ USAFR military technicians were inadvertently excluded from the 1992 sample and were surveyed in 1994. Documentation and data from the 1994 USAFR military technician survey are available from DMDC.

Survey Administration

Data collection began in early November 1992 and was closed at the end of December 1993 (Questar Data Systems, 1994). The extended data collection period was required due to some difficulty in reaching USNR members.

Advance notification letters were sent to each unit prior to the first survey mailing. The purpose of the letters was to inform unit commanders of the survey and to ensure that unit addresses were up to date. Unit-based survey administrators returned information to DMDC on the marital status of selected Reservists and any address updates.

Because no reliable list of Reserve spouses existed, spouses were identified through the Reserve members selected for the sample. Survey materials addressed, "To the spouse of...", were included in the shipment of member survey materials. Survey materials were shipped to the Reserve unit to which the member was assigned. At the unit, survey administrators checked the marital status and home address of each sample member, corrected them if necessary, and forwarded the spouse survey to the member's home address. The roster with updated information on marital status and address was returned to DMDC for use in follow-up survey mailings for spouses.

Three waves of surveys were administered (November 1992 and March and October 1993). For the majority of the sample, the first-wave member and spouse packets, which totaled 69,220, were sent to Reserve units. Survey packets for Reservists who did not have a unit address (e.g., IMA Reservists) were mailed to their home address. Another 7,563 member packets, with corresponding spouse packets, were mailed to Reservists' homes.

The first wave of surveys was administered during monthly drill exercises. Surveys completed at drill were returned to DMDC by unit survey administrators. Survey packets for Reservists absent from drill were mailed to their homes, along with the spouse surveys.

Second- and third-wave mailings were sent to sampled members who did not respond to the previous waves. These packets were mailed to updated members' or spouses' home addresses, where available. A total of 36,799 Reservist surveys and 24,107 spouse surveys were returned.

Data Processing and Weighting

Following the preparation of the raw data files, data from the member and spouse surveys were edited. Data editing consisted of duplicate and "empty" case deletion, range checks, setting missing values and valid skips, and checking data for consistency (between survey items and between survey items and RCCPDS data). Inconsistent values were flagged, but no survey data were changed. See Westat (1994) for details of data editing.

The remaining records were formed into an analytic dataset for the member and spouse data analyses (see Table 1-1). Analytic data sets were formed containing 36,073 member records and 21,148 spouse records.

The *1992 Reserve Components Surveys* sample design did not produce a self-weighted sample of Reservists. Consequently, Rizzo et al. (1994) developed weights that differed for the various sample

groups in order to obtain unbiased estimates of population statistics (e.g., counts, percentages, and means). Data were weighted to known population totals. For surveys of military members, administrative records (in this case, RCCPDS records) are usually considered the most accurate source of population totals.

Comparisons between administrative records and survey responses for an individual sometimes reveal differences. These differences are due to a variety of factors, including administrative record error, time lag in updating administrative records, survey response error, or a combination of these factors. Indeed, there are some differences between survey responses and RCCPDS records on the variables used to weight the data (i.e., sex, race/ethnic status, officer/enlisted status, and Reserve Component). Differences between survey responses and RCCPDS records for the weighting variables were 0.2 percent for sex, 7.1 percent for race/ethnic group, 0.1 percent for officer/enlisted status, and 0.6 percent for Reserve Component. A difference was defined as one category response in one source (e.g., male) and a different category response in the other data source (e.g., female), but not a missing or unknown response. RCCPDS information was accepted as the more accurate source of population totals.

The 1992 Reserve Components Surveys had three major populations of interest: Reservists, spouses, and couples. Each of these populations was weighted separately. The weighting process for each population was accomplished using a three-stage procedure.

1. Compute base weights. Base weights are the reciprocal of an individual's selection probability. If 1 in 10 female Air Force officers were selected, the base weight for female Air Force officers would be 10.
2. Adjust for nonresponse. Nonresponse adjustments compensate for the fact that not all sampled individuals returned completed interviews. If 1,000 officers were selected for the sample but only 900 returned completed surveys, the nonresponse adjustment would be 1,000/900 or 1.111. Using both the member and spouse survey data, special nonresponse adjustment was made for the survey question on current marital status.
3. Poststratify to known totals. Poststratification adjusts sample estimates to conform to known population totals. This final stage of survey weighting increases the precision of survey estimates. The number of members was known from the RCCPDS and could be used to poststratify the member sample. Because the number of spouses and the number of couples were unknown, the spouse and couples totals were estimated from the results of the members' survey. Using an iterative process, weights for officers, for example, were further adjusted to meet totals in cross-classifications such as Reserve Component, race/ethnic status, and gender.

Descriptive Reports

A set of four descriptive reports have been developed based on the *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses.

Reserve Component Members: A Report from the 1992 Reserve Components Surveys - Background characteristics of Reserve members, their military service, and their views on readiness and career issues

Spouses of Reserve Component Members: A Report from the 1992 Reserve Components Surveys - Background characteristics of Reserve members' spouses, their employment and child care situations, and their views on the Reserve service of their spouses

Military and Civilian Occupations of Reservists: A Report from the 1992 Reserve Components Surveys - The relationship between the military and civilian occupations of Reserve members

Financial Issues of Reserve Service: A Report from the 1992 Reserve Components Surveys - The financial benefits and costs of Reserve service on citizen-soldiers and their families

Report on Reserve Component Members

Organization and chapter contents. This report contains an introductory chapter and four substantive chapters. Chapter 1, Introduction and Background, has stated the intent of the report, described the *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses, and provided background information on the Reserve Components. Chapter 2, Demographic Characteristics of Reservists, examines Reservists' gender, age, racial/ethnic background, education level, marital status, and number of children and elderly relatives for whom they provide care. It also compares Reservists' characteristics in 1992 with Reservists' characteristics in 1986 and with the U.S. civilian population. Chapter 3, Military Background of the 1992 Reserve Components Surveys Population, reports on Reserve Component membership, pay grade group, length of Reserve service, active-duty service, transfers within the Reserves, Reserve service obligations, and Operation Desert Shield/Desert Storm service. Chapter 4, Readiness for Mobilization and Deployment, discusses Reservists' perceptions about unit readiness such as unit personnel strength, training, and equipment availability and quality; perceptions about the likelihood of and response to mobilization and anticipated problems with mobilization; and information about members' wills, powers-of-attorney, and family-care plans. Chapter 5, Career Plans and Retention Intent of Reservists, discusses members' Reserve obligations, plans to continue in the Reserves, career aspirations, reasons for remaining in or leaving the Reserves, concerns about military downsizing, perceived promotion/leadership opportunities, and satisfaction with Reserve service.

Analytic approach. The data analyses used weighted data, which produce the best estimates of response incidence in the Reserve Component populations (see Rizzo et al., 1994, for details of the weighting approach). Emphasis is placed on descriptive findings, which are typically based on percentages of groups or subgroups who hold a certain characteristic or report a certain attitude. For some survey items, measures of central tendency such as means are used to summarize responses. All tables presenting survey estimates note any subgroups that were excluded from the calculations.

Results are generally presented for the Reserves as a whole, pay grade groups, and Reserve Components. These subgroups reflect important areas of difference in perceptions and attitudes and provide useful comparative information for policy makers.

Pay grade groups in this report follow the conventions used in many military personnel surveys. More specifically, military rank has been grouped into three enlisted pay grade categories (E1-E4, E5-E6, and E7-E9) and two officer pay grade categories [O1-O3 and Warrant Officer 1 (WO1) to Warrant

Officer 3 (WO3); and O4 and above (O4+), including Warrant Officer 4 (WO4)]. Tables present pay grade group data in the order just cited. A brief description of each pay grade group⁵ is provided below:

E1-E4s: Junior enlisted are usually younger military members in their first or second enlistment. Most military personnel are in this pay grade group.

E5-E6s: Junior noncommissioned officers (NCOs) are the first level of authority within the enlisted ranks. Junior NCOs exercise leadership roles in small organizational units such as Army platoons and Navy divisions.

E7-E9s: Senior NCOs are career military personnel who are responsible for enlisted members at the largest organizational level.

O1-O3s and WO1-WO3s: O1-O3 includes members who are in entry-level commissioned officer pay grades. WO1-WO3, as distinguished from commissioned officers, are typically highly technical enlisted members who were promoted into this rank group from enlisted pay grade groups. They are accorded many of the benefits of commissioned officers. All Reserve Components except the ANG and the USAFR include warrant officers.

O4+s: Senior officers of pay grades O4-O6 and general officers of O7+ are included in this group, which is generally comprised of career officers who have the highest levels of authority at the largest organizational level. For this analysis, this group also includes WO4s.

Results for the various Reserve Components are generally presented in historical order or sorted high to low data order of survey responses. The historical order used is as follows: ARNG, USAR, USNR, USMCR, ANG, USAFR, and USCGR.

When available, 1992 survey results are compared with results from the *1986 Reserve Components Surveys* and with characteristics of comparable civilian populations. These comparisons use data based on annual averages from the 1993 *Current Population Survey*, which reports on household characteristics during calendar year 1992.

Statistical significance. In this report, statements are made about the differences between or among groups or about the relationships between or among variables. Such statements about differences and relationships have all been tested for statistical significance at the $p=.05$ level.

Statistical significance for differences between percentages was determined using the generalized variance function (GVF) approach. This approach, as distinguished from the use of standard errors for each point estimate, used model-based approximations of actual estimates of standard errors. Generalized standard errors were modeled for particular subgroups using a representative group of survey questions. For more information about the GVF approach, the reader may refer to the *Standard Error Computation Report for the 1992 DoD Reserve Components Surveys* (Rizzo & Nixon, 1995).

During data analysis, tables of GVFs produced for the analytic subgroups in each report were used to determine the statistical significance of findings. The tables provide analysts with a practical reference

⁵ Although there are differences in Reserve Component characteristics among officer and enlisted pay grades, (e.g., length of service, level of authority, and, in some cases, level of responsibility), the members within each group have somewhat homogeneous experiences.

for determining the smallest statistically significant difference between population subgroups. Appendix B contains GVF tables with confidence intervals for single estimates and for subgroup comparisons.

The discussion of findings focuses on general patterns of results, rather than on each instance of statistically significant differences or relationships. With a sample the size of the *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses, even small differences in estimates will be statistically significant. The focus of the analysis more usefully becomes the examination of meaningful patterns across results.

2. Demographic Characteristics of Reservists

This chapter describes the 1992 demographic characteristics of Reserve Component members. Differences among characteristics are examined by the key dimensions of pay grade group and Reserve Component. The 1992 characteristics are compared with similar characteristics of respondents to the 1986 *Reserve Components Surveys* and with the U.S. civilian population at large as reflected in the March 1993 *Demographic File, Current Population Survey (CPS)*. The March 1993 survey contains information about household composition and activities during calendar year 1992. The comparisons presented in this chapter are made for race/ethnicity, gender, age, education levels, living arrangements, and family type.

Distribution of Reservists by Pay Grade Group, Reserve Component, and Reserve Status

Questions 5, 4, and 75 of the 1992 *Reserve Components Survey of Enlisted Personnel* and the 1992 *Reserve Components Survey of Officers* asked Reservists about their current military status.

What is your present pay grade? Mark one.

- | <i>Enlisted Grades</i> | | <i>Officer Grades</i> | |
|-------------------------------|-------|------------------------------|-------|
| • E-1 | • E-6 | • O-1 | • W-1 |
| • E-2 | • E-7 | • O-2 | • W-2 |
| • E-3 | • E-8 | • O-3 | • W-3 |
| • E-4 | • E-9 | • O-4 | • W-4 |
| • E-5 | | • O-5 | |
| | | • O-6 | |
| | | • O-7 and above | |

Of which Guard/Reserve⁶ component are you a member? Mark one.

- | | |
|--------------------------------|-------------------------------|
| • Army National Guard (ARNG) | • Air National Guard (ANG) |
| • Army Reserve (USAR) | • Air Force Reserve USAFR) |
| • Naval Reserve (USNR) | • Coast Guard Reserve (USCGR) |
| • Marine Corps Reserve (USMCR) | |

Are you a military technician, i.e., a civilian employee of the Army or Air Force National Guard or Reserve?

- Yes
- No

⁶ Guard/Reserve is used in this context throughout the report to reflect the exact wording of the survey questions. Otherwise, Reserve is used collectively to refer to both groups.

Table 2-1 shows that the majority (84%) of Reservists were in enlisted pay grade groups. E5-E6 Reservists comprised the largest group (39%), followed by E1-E4 Reservists (35%) and E7-E9 Reservists (10%). Sixteen percent of Reservists were commissioned officers or warrant officers: 8 percent were in pay grade groups O1-O3, and 8 percent were in pay grade groups O4+. ⁷

Table 2-1
Distribution of Members' Pay Grade Group, Reserve Component, and Reserve Status

Pay Grade Group, Reserve Component, and Reserve Status	Percent
Pay Grade Group	
All Enlisted	84
E1-E4	35
E5-E6	39
E7-E9	10
All Officers	16
O1-O3	8
O4+	8
Reserve Components	
ARNG	35
USAR	28
USNR	12
USMCR	4
ANG	11
USAFR	8
USCGR	1
Reserve Status	
Unit members	91
Military technicians	6
IMAs	3

Source. Questions 5, 4, 75, and RCCPDS

The largest number of Reservists were in the ARNG (35%). Twenty-eight percent were USAR members. The Components with smallest number of Reservists were the USMCR (4%) and the USCGR (1%). The proportion of Reservists in each of the three remaining Components was: USNR (12%), ANG (11%), and USAFR (8%).

The majority of Reservists were members of regular drilling units (91%). The remainder were military technicians (6%) or served as IMAs (3%). ⁸

⁷ Warrant officers have been included in comparable officer pay grade groups in this and all report tables. Pay grades WO1-WO3 have been included in the O1-O3 pay grade group, and pay grade WO4 has been included in the O4+ pay grade group. All Reserve Components except the ANG and the USAFR include warrant officers.

⁸ These estimates are based on self-reported survey results. Reported proportions of Reservists in these personnel groups may differ from population estimates for two reasons: The sample design excluded USAFR military technicians, and the data weighting scheme did not include Reserve status as a poststratification variable.

As shown in Table 2-2, the Reserve Components differed substantially from one another in pay grade group distribution and Reserve status. Specifically, the USMCR had the highest proportion of enlisted members (91%), including 68 percent in the junior enlisted pay grade group (E1-E4s), compared with other Reserve Components. The ARNG and the ANG had the next highest proportions, with 88 percent enlisted members. Relative to the other Components, the USNR, the USAFR, and the USAR had the highest proportions of officers (22%, 21%, and 20% respectively).

Reserve Components also differed in their use of military technicians and IMA Reservists. Although the overall proportion of military technicians and IMAs in the Reserves is small, their percentage in some Components is more substantial. Twenty-four percent of the ANG are military technicians, and 16 percent of the USAFR are IMAs.⁹

Table 2-2
Pay Grade Group and Reserve Status of Reserve Members by Reserve Component

Pay Grade Group and Reserve Status	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	Percent
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
All Enlisted	88	79	79	91	88	79	86	84
E1-E4	40	38	27	68	21	12	40	35
E5-E6	41	28	42	18	51	54	36	39
E7-E9	7	13	10	5	16	13	10	10
All Officers	12	20	22	9	12	21	14	16
O1-O3	8	9	8	4	5	9	8	8
O4+	4	11	14	5	7	12	6	8
Reserve Status								
Unit members	93	93	98	97	76	84	100	91
Military technicians	7	2	0	0	24	0	0	6
IMAs	0	5	2	3	0	16	0	3

Note. USAFR military technicians and USCGR IMAs were excluded from the 1992 survey.

Source. Questions 4, 5, 75, and RCCPDS

Summary. Most (84%) Reservists were in enlisted pay grade groups. The ARNG and the USAR were the most populous of the Reserve Components. Most Reservists were also members of drilling units, but a small percentage were military technicians or served as IMAs.

⁹ These estimates are based on self-reported survey results. Reported proportions of Reservists in these personnel groups may differ from population estimates for two reasons: The sample design excluded USAFR military technicians and USCGR IMAs, and the data weighting scheme did not include Reserve status as a poststratification variable.

Demographic Characteristics of Reservists

Reservists were asked about their background characteristics in a series of survey items. Specifically, they were asked to describe their gender, racial or ethnic background, age, residential location, education level, marital status, and the number of children they had.

Gender. Question 78 asked Reservists to indicate their sex.

Are you male or female?

- *Male*
- *Female*

As shown in Table 2-3, the majority (87%) of Reservists were male. The proportion of males among enlisted personnel was slightly higher than the proportion among officers. The overall proportion of female Reservists was 13 percent and declined with pay grade group among both enlisted personnel and officers. The proportion of females was lowest among E7-E9 Reservists (7%) and was highest among O1-O3 Reservists (20%).

The proportions of male and female Reservists varied widely across Reserve Components. The USMCR and the ARNG and had the highest proportion of males (97% and 93%, respectively), whereas the USAFR and the USAR had the highest proportions of females (20% and 19%, respectively).

Table 2-3
Members' Gender by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Male	Female
	Percent	Percent
Pay Grade Group		
All Enlisted	87	13
E1-E4	85	15
E5-E6	88	12
E7-E9	93	7
All Officers	85	15
O1-O3	80	20
O4+	89	11
Reserve Components		
ARNG	93	7
USAR	81	19
USNR	84	16
USMCR	97	3
ANG	87	13
USAFR	80	20
USCGR	88	12
Total	87	13

Source. Question 78

Race/Ethnicity. Racial/ethnic identification was asked in Questions 84 and 83.

Are you :

- *American Indian/Alaskan Native*
- *Black/Negro/African-American*
- *Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander*
- *White/Caucasian*
- *Other*

Are you of Spanish/Hispanic origin or descent?

- *Yes*
- *No*

Table 2-4 shows that the majority (73%) of Reserve members were non-Hispanic whites.¹⁰ Blacks comprised the next largest racial/ethnic group (16%). A smaller percentage of Reservists identified themselves as Hispanic (7%), Asian/Pacific Islander (2%), American Indian/Alaskan native (1%), and other (1%).

Table 2-4 also shows that the proportion of minorities was much higher among enlisted personnel (30%) than among officers (14%). The proportion of Reservists with a minority racial/ethnic background declined as pay grade group increased. For example, 35 percent of E1-E4s identified themselves as racial/ethnic minorities, compared with 10 percent of the O4+ pay grade group.

Table 2-4
Race/Ethnicity of Reserve Members by Pay Grade Group

Race/Ethnicity	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
White	65	72	80	70	83	90	86	73
Black	21	16	13	18	9	4	7	16
Hispanic	9	7	5	8	4	2	3	7
Asian/Pacific Islander	2	2	1	2	2	2	2	2
American Indian/ Native Alaskan	2	1	1	1	1	1	1	1
Other	1	1	1	1	1	1	1	1

Note. Percentages do not sum to 100 due to rounding.

Source. Questions 83 and 84

¹⁰ The logic followed to create the Hispanic race/ethnicity category was: If Question 83 was checked *yes*, the respondent was considered Hispanic, and this category superseded the response to Question 84. If Question 83 was checked *no*, the response to Question 84 placed the respondent in the appropriate race/ethnicity category (excluding Hispanic).

Table 2-5 shows the proportion of Reservists by racial/ethnic designation and Reserve Component. The USCGR and the ANG had the highest percentage of whites (84% and 82%, respectively); in comparison, the USAR and the USMCR had the highest percentage of minorities (35% and 32%, respectively). Among minority groups, the highest proportion of blacks (24%) was found in the USAR, and the highest percentage of Hispanics (13%) was found in the USMCR.

Table 2-5
Race/Ethnicity of Reserve Members by Reserve Component

Race/Ethnicity	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
White	74	65	80	69	82	70	84	73
Black	15	24	9	13	8	16	6	16
Hispanic	7	7	7	13	6	9	7	7
Asian/Pacific Islander	1	2	3	4	2	3	1	2
American Indian/ Native Alaskan	2	1	1	1	1	1	1	1
Other	1	1	1	1	1	1	1	1

Source. Questions 83 and 84

Age. Reservists were asked their age in Question 79.

How old were you on your last birthday?

Table 2-6 summarizes the distribution of Reservists' age group by pay grade group. The distribution reflects the expected aging by pay grade group in both the enlisted and officer groups. The median age for all Reservists was 33.¹¹ The median age of enlisted Reservists was 31, and the median age for officers was 40.

¹¹ The median represents the reported age that contains the 50th percentile of weighted observations. For this calculation, missing and invalid responses as well as reported ages under 17 were excluded.

Table 2-6
Age Distribution of Reserve Members by Pay Grade Group

Age	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
<21	11	0	0	4	0	0	0	4
21-24	45	7	0	21	3	0	1	18
25-29	24	20	1	19	20	0	10	18
30-34	11	21	7	15	30	3	16	15
35-39	5	17	13	12	22	18	19	13
40-44	2	17	27	12	15	29	22	14
45-49	1	11	29	9	8	32	20	11
50-54	0	5	15	4	3	13	8	5
55-59	0	3	8	2	1	5	3	2
>59	0	0	0	0	0	1	0	0
Median Age				31			40	33

Note. Percentages exclude missing and multiple responses as well as reported ages under 17.

Source. Question 79

As shown in Table 2-7, age distribution varied across Reserve Components. Most notably, more than one half (61%) of USMCR members were under age 25. Much of this variation is due to the distribution of pay grade groups across Reserve Component (refer to Table 2-2). Age and pay grade group are highly correlated, and together they describe a Reserve Component's particular profile. For example, the percentage of USMCR personnel in pay grade group E1-E4 was 1 1/2 to 5 times higher than the proportions in the other Reserve Components. Except for the USCGR, those Reserve Components with the highest proportion of members under age 25 also had the highest proportion of members in the junior enlisted pay grade groups.

Table 2-7
Age Distribution of Reserve Members by Reserve Component

Age	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Age								
<21	5	5	1	11	2	1	1	4
21-24	21	19	11	50	12	7	7	18
25-29	19	18	16	19	16	17	15	18
30-34	15	14	17	8	18	18	17	15
35-39	11	12	19	5	14	18	19	13
40-44	12	13	18	4	16	16	15	14
45-49	10	12	12	3	13	14	14	11
50-54	4	5	5	1	7	6	8	5
55-59	3	2	2	0	3	3	4	2
>59	0	0	0	0	0	0	0	0

Note. Percentages exclude missing and multiple responses as well as reported ages under 17.

Source. Questions 79

Location of Residence. In Question 2, Reservists were asked to describe where they lived.

Which of the following best describes the type of place where you are living now? Mark one.

- *In military housing on a base/installation*
- *In a large city (over 250,000)*
- *In a suburb near a large city*
- *In a medium-sized city (50,000-250,000)*
- *In a suburb near a medium-sized city*
- *In a small city or town (under 50,000)*
- *On a farm or ranch*
- *In a rural area but not on a farm or ranch*

As shown in Table 2-8, 31 percent of Reservists lived in a large city or a suburb of a large city. Twenty-seven percent lived in a small city or town, and 25 percent lived in a medium-sized city. Fewer Reservists (17%) lived on farms, ranches, or in other rural areas. A very small percentage (fewer than 1%, which rounded to 0) of Reservists lived in military housing on a base or installation. The proportion of Reservists who lived in large cities and suburbs was higher among officers than enlisted personnel. The increase was true for Reservists living in small cities and towns, in rural areas, or on farms or ranches.

Table 2-8

Location of Reserve Members' Residence by Pay Grade Group

Residence Location	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Large city/suburb (over 250,000)	30	28	30	29	40	46	43	31
Small city/town (under 50,000)	29	28	24	28	21	19	20	27
Medium city/suburb (50,000-250,000)	25	25	25	25	26	24	25	25
Rural area, farm, or ranch	15	19	21	18	13	11	12	17
Military housing	0	0	0	0	1	1	1	0

Source. Question 2

Reservists were also asked about the tenure of their current residence in Question 3.

How long have you lived in your present neighborhood? Mark one.

- *Less than one year*
- *1-2 years*
- *2-3 years*
- *3-5 years*
- *5 years or more*

Table 2-9 shows that almost one half of Reservists had lived in their present locations for at least 5 years. Reservists in higher pay grade groups in both the enlisted and officer ranks had longer tenures. For example, 73 percent of E7-E9 Reservists and 62 percent of O4+ officers had lived in their present locations for 5 years or more, compared with 42 percent of E1-E4s and 36 percent of O1-O3s.

Table 2-9

Length of Time Reservists Resided in Present Location by Pay Grade Group

Time In Location	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Less than a year	19	13	5	15	17	8	12	14
1-2 years	19	13	5	15	18	8	13	14
2-3 years	11	12	7	11	13	9	11	11
3-5 years	9	13	10	11	16	14	15	12
5 years or more	42	49	73	49	36	62	49	49

Source. Question 3

Education level. Reservists' education level was assessed by Question 85:

AS OF TODAY, what is the highest school grade or academic degree that you have? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark one.

- *Less than 12 years of school (no diploma)*
- *GED or other high school equivalency certificate*
- *High school diploma*
- *Some college, but did not graduate*
- *2-year college degree*
- *4-year college degree (BA-BS)*
- *Some graduate school*
- *Master's degree (MA/MS)*
- *Doctoral degree (PhD/MD/LLB)*
- *Other degree not listed above*

Most (93%) Reservists had at least a high school diploma, and a large percentage (68%) had at least some college education (see Table 2-10). As one would expect, officers had a higher overall level of education than did enlisted personnel. For officers, 100 percent had at least a high school diploma, 99 percent had at least some college education, and 86 percent had at least a 4-year college degree. For enlisted personnel, 91 percent had at least a high school diploma, 62 percent had at least some college education, and 15 percent had at least a 4-year college degree.

Table 2-10
Reserve Members' Education Level by Pay Grade Group

Education Level	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Less than high school	3	2	0	2	0	0	0	2
GED	7	7	4	7	0	0	0	6
High school diploma	32	29	23	29	2	1	1	25
Some college	38	31	29	34	8	3	6	29
2-year college degree	12	14	19	13	11	3	7	12
4-year college degree	7	11	14	10	39	23	31	13
Some graduate school	1	3	4	2	16	17	16	5
Master's degree	1	2	5	2	18	33	26	6
Doctoral degree	0	0	0	0	5	18	11	2
Other degree	1	1	0	1	1	2	2	1

Note. Percentages do not sum to 100 due to rounding.

Source. Question 85

Variations in educational achievement across Reserve Components can be seen in Table 2-11. The largest difference in education level was between ARNG and USCGR members. Almost one half (46%) of ARNG members had a high school diploma or less, compared with only 15 percent of USCGR members. Conversely, 18 percent of ARNG members reported obtaining a 4-year college degree or higher, compared with 42 percent of USCGR members. Several factors (e.g., differences in pay grade group or age distributions) might be thought to have contributed to differences in education level. But, as was shown in Table 2-2, ARNG and USCGR members did not differ substantially in pay grade group distribution. In terms of age, USCGR members were older on average than ARNG members (as was shown in Table 2-7), but age did not necessarily account for educational differences. For example, USMCR members, who were younger on average than ARNG members, had fewer members who had a high school diploma or less (23% vs. 46%). Furthermore, a larger proportion of USMCR members than ARNG members had at least some college education (76% vs. 55%).

Table 2-11
Reserve Members' Education Level by Reserve Component

Education Level	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Less than high school	4	1	1	0	0	0	0	2
GED	10	4	3	1	3	2	2	6
High school diploma	32	23	19	22	23	15	13	25
Some college	27	29	27	44	34	31	27	29
2-year college degree	10	13	14	12	14	16	14	12
4-year college degree	10	13	17	13	15	15	23	13
Some graduate school	3	5	7	3	4	7	7	5
Master's degree	3	7	9	3	5	12	9	6
Doctoral degree	1	3	3	1	1	2	2	2
Other degree	1	1	1	0	0	0	1	1

Note. Percentages do not sum to 100 due to rounding.

Source. Question 85

There were also substantial differences in education level by Reserve status. IMA Reservists and military technicians comprised only a small percentage of the Reserve Components; but as shown in Table 2-12, they differed from unit members in education level. IMA Reservists had a higher level of education than did both unit members and military technicians. Seventy-two percent of IMA Reservists had a 4-year college degree or higher, compared with 25 percent of unit members and 15 percent of military technicians.

Table 2-12
Reserve Members' Education Level by Reserve Status

Education Level	Reserve Status			
	Unit Member	IMA	Military Technician	Total
	Percent	Percent	Percent	Percent
Less than high school	2	0	0	2
GED	6	1	6	6
High school diploma	25	4	31	25
Some college	29	14	35	29
2-year college degree	12	9	13	12
4-year college degree	13	17	10	13
Some graduate school	4	13	3	5
Master's degree	5	31	2	6
Doctoral degree	2	10	0	2
Other degree	1	1	0	1

Note. Percentages exclude missing and multiple responses. Percentages do not sum to 100 due to rounding.

Source. Question 85

IMA positions often require advanced professional or technical skills and are predominately filled by senior officers, whereas military technicians are most often enlisted personnel whose civilian job is an administrative one. Table 2-13 shows the distribution of IMAs and military technicians by pay grade group. Nearly one half (47%) of IMAs were in pay grade group 04+. Military technicians were found most frequently in pay grade groups E5-E6 (49%) and E7-E9 (32%).

Table 2-13
Distribution of IMAs and Military Technicians by Pay Grade Group

Reserve Status	Pay Grade Group				
	Enlisted Personnel			Officers	
	E1-E4	E5-E6	E7-E9	O1-O3	O4+
	Percent	Percent	Percent	Percent	Percent
IMA	10	14	13	16	47
Military technician	4	49	32	8	8

Source. Questions 75 and RCCPDS

Reservists were also asked about their educational aspirations in Question 87:

What is the highest school grade or academic degree that you think you will complete in the future? Mark one.

- *Does not apply, I don't plan to attend school in the future*
- *Less than 12 years of school (no diploma)*
- *GED or other high school equivalency certificate*
- *High school diploma*
- *Some college, but will not graduate*
- *2-year college degree*
- *4-year college degree (BA-BS)*
- *Some graduate school*
- *Master's degree (MA/MS)*
- *Doctoral degree (PhD/MD/LLB)*
- *Other degree not listed above*

Twenty-five percent of Reservists responded *does not apply, I don't plan to attend school in the future*, and 75 percent indicated a planned level of education. Of those Reservists who did plan more education, Table 2-14 shows that educational aspirations were high. Among enlisted Reservists, 55 percent of those who planned more education expected to earn a 2- or 4-year college degree. Sixty-nine percent of officers planning additional education intended to earn a master's or doctoral degree.

Table 2-14
Reserve Members' Planned Education Level by Pay Grade Group

Education Level	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Less than high school	0	0	0	0	0	0	0	0
GED	2	2	1	2	0	0	0	1
High school diploma	4	4	4	4	0	0	0	3
Some college	4	9	13	7	1	1	1	6
2-year college degree	19	24	24	22	2	1	2	19
4-year college degree	37	31	28	33	15	9	13	30
Some graduate school	4	5	6	5	9	13	10	6
Master's degree	17	16	15	16	50	44	48	21
Doctoral degree	7	5	5	6	19	25	21	8
Other degree	5	5	5	5	4	6	5	5

Note. Percentages exclude missing and multiple responses and the response category, *does not apply, I don't plan to attend school in the future*. Percentages do not sum to 100 due to rounding.

Source. Question 87

Summary. The majority of Reserve members were male. The overall proportion (13%) of female Reservists declined with increasing pay grade group among both enlisted personnel and officers. The majority (73%) of Reservists were non-Hispanic whites. Non-Hispanic blacks comprised the next largest racial/ethnic group (16%). The proportion of minorities among enlisted personnel was nearly twice the proportion among officers (30% vs. 14%). The median age for all Reservists was 33, and overall, enlisted personnel were younger than officers. The highest percentage of Reservists lived in a large city or suburb (31%). Almost one half of all Reservists had lived in their current location for 5 or more years. The majority (93%) of Reservists had at least a high school diploma, and a large percentage (68%) had some college education. Overall, officers had attained a higher level of education than had enlisted personnel. A large percentage (75%) of Reservists reported that they planned to attain more education.

Family Composition of Reservists

Reservists were asked about their marital status and about their spouse's military background in Questions 89 and 90.

What is your current marital status? Mark only one answer.

- ***Married for the first time***
- ***Remarried***
- ***Separated***
- ***Widowed***
- ***Divorced***
- ***Never married***

Is your spouse currently serving on active duty in the Armed Forces or in the Reserve/Guard?

- ***No***
- ***Yes, in a Reserve/Guard Component***

Yes, on active duty in the:

- ***Regular Army***
- ***Regular Navy***
- ***Regular Marine Corps***
- ***Regular Air Force***
- ***Regular Coast Guard***

Marital status. Table 2-15 shows that the largest group of Reservists (58%) were married (married for the first time, remarried, or separated). Among those who were married, most were married to a civilian spouse (55%), and a small percentage were married to another Reservist (2%) or to an active-duty member (1%). Thirty-one percent of Reservists had never been married. Nine percent were divorced, and less than 1 percent (which rounded to 0) were widowed at the time of the survey.

Officers were more likely than enlisted Reservists to be married (76% vs. 55%). Furthermore, enlisted Reservists were much more likely than officers to have never been married (34% vs. 13%). The most junior enlisted Reservists (E1-E4s) had the highest percentage of members who had never been married (59%). In contrast, among all other pay grade groups, the percentage of Reservists who had never been married was no higher than 21 percent.

Table 2-15
Reserve Members' Marital Status by Pay Grade Group

Marital Status	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Active-duty spouse								
Married first time	1	1	0	1	1	1	1	1
Remarried	0	0	0	0	0	0	0	0
Separated	0	0	0	0	0	0	0	0
Reserve spouse								
Married first time	1	2	1	1	2	2	2	1
Remarried	0	1	1	1	1	1	1	1
Separated	0	0	0	0	0	0	0	0
Civilian spouse								
Married first time	25	45	55	38	52	62	57	41
Remarried	4	15	22	12	10	17	14	12
Separated	2	2	2	2	1	1	1	2
Widowed	0	0	1	0	0	0	0	0
Divorced	6	11	10	9	9	8	9	9
Never married	59	20	5	34	21	6	13	31
Unknown	1	1	1	1	1	1	1	1
Total	98	98	98	99	98	99	99	99

Note. Percentage exclude unknown marital status. Percentages do not sum to 100 due to rounding.

Source. Questions 89 and 90

Table 2-16 shows the distribution of marital status by Reserve Component. Some variations may be due to Component differences in pay grade group and age distributions. For example, the percentage of never-married Reservists was highest among the Reserve Components (i.e., USMCR, USAR, and ARNG) with the largest proportions of both junior enlisted members (refer to Table 2-2) and younger members (refer to Table 2-7). Among married Reservists, there was only slight variation among Reserve Components in the percentage of members who were married to active-duty military personnel or other Reservists.

Table 2-16
Reserve Members' Marital Status by Reserve Component

Marital Status	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Active-duty spouse								
Married first time	0	1	2	0	1	2	1	1
Remarried	0	0	1	0	0	1	1	0
Separated	0	0	0	0	0	0	0	0
Reserve spouse								
Married first time	1	2	1	0	2	2	1	1
Remarried	0	1	1	0	1	1	0	1
Separated	0	0	0	0	0	0	0	0
Civilian spouse								
Married first time	41	38	46	29	48	43	50	41
Remarried	12	11	13	4	13	14	16	12
Separated	2	2	2	1	1	2	1	2
Widowed	0	0	0	0	0	0	0	0
Divorced	9	9	9	3	10	13	7	9
Never married	32	35	24	60	22	22	21	31
Unknown	1	1	1	1	1	1	0	1
Total	98	100	100	98	99	101	98	99

Note. Percentages exclude unknown marital status. Percentages do not sum to 100 due to rounding.

Source. Questions 89 and 90

Family type. A further analysis of family constellation, referred to as "family type," was done by combining responses to Question 89 (marital status), Question 90 (spouse's military background), and Question 100, which asks Reservists about their dependents:

How many dependents do you have in each age group? Do not include yourself or your spouse. For the purpose of this question, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half his or her support.

- *Does not apply. I have no dependents.*

Age of dependent

- *Under 1 year*
- *1 year to under 2 years*
- *2-5 years*
- *6-13 years*
- *14-22 years*
- *23-64 years*
- *65 years or over*

As shown in Table 2-17, the proportion of members with children increased with pay grade group for both enlisted personnel and officers. (In this analysis, children were defined as dependents under age 23.) For example, the proportion of E1-E4s who were married was 35 percent and increased to 84 percent among E7-E9s; the proportion of O1-O3s who were married was 69 percent and increased to 85 percent among O4+s. Similarly, the proportion of E1-E4s who had children was 35 percent and increased to 68 percent among E7-E9s; the proportion of O1-O3s who had children was 57 percent and increased to 72 percent of O4+s. Conversely, more than one half (55%) of E1-E4 Reservists were single with no children, but the percentage among other pay grade groups was no higher than 25 percent. Single parents (unmarried members who had at least one dependent under age 23) were most prevalent among younger enlisted Reservists (11% of E1-E4 and 10% of E5-E6 Reservists).

Table 2-17
Reserve Members' Family Type by Pay Grade Group

Family Type	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Active-duty spouse								
No children	0	0	0	0	1	0	1	0
With children	1	1	0	1	1	1	1	1
Reserve spouse								
No children	1	1	1	1	1	1	1	1
With children	1	2	2	1	3	2	2	1
Civilian spouse								
No children	10	15	22	14	16	17	17	14
With children	22	49	59	39	47	64	56	42
Single, no children	55	23	9	34	25	10	17	31
Single, with children	11	10	7	10	6	5	5	9

Note. Percentages exclude unknown marital status. There are slight differences in percentage totals between this table and Table 2-16 due to rounding. Percentages do not sum to 100 due to rounding.

Source. Questions 89, 90, and 100

Table 2-18 shows the distribution of family type by Reserve Component. Except for USMCR members (29%), more than 50 percent of Reservists in each Component had dependents under age 23. USAR, ARNG, and USAFR members (11%, 10%, and 9%, respectively) had slightly higher percentages of single-parent members than did members of the other Components.

Table 2-18
Reserve Members' Family Type by Reserve Component

Family Type	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Active-duty spouse								
No children	0	0	1	0	0	1	1	0
With children	0	1	2	0	1	2	1	1
Reserve spouse								
No children	0	1	1	0	1	1	0	1
With children	1	2	1	0	2	2	1	1
Civilian spouse								
No children	14	12	16	12	17	14	19	14
With children	43	39	45	23	46	45	49	42
Single, no children	31	35	27	58	25	26	23	31
Single, with children	10	11	7	6	7	9	5	9

Note. Percentages exclude unknown marital status. Percentages do not sum to 100 due to rounding.

Source. Questions 89, 90, and 100

Family size. Table 2-19 shows the number of family members in Reserve families by pay grade group. More than one half (55%) of all Reservists had at least one family member (not including a spouse) who was a military dependent. More Reservists had two additional family members (21%) than one additional member (18%). Six percent of all Reservists had more than three non-spouse family members. As pay grade group increased, so did the number of family members.

Table 2-19
Number of Family Members (excluding spouse) by Pay Grade Group

Number of Family Members	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
0	65	36	29	47	41	24	32	45
1	16	20	20	18	19	18	18	18
2	11	24	27	19	24	33	28	21
3	5	13	15	10	12	16	14	10
4	2	4	6	4	3	6	5	4
More than 5	1	3	3	1	2	3	1	2

Note. Percentages do not sum to 100 due to rounding.

Source. Question 100

As shown in Table 2-20, for all Reservists, the highest proportions of non-spouse family members were in age groups 6-13 (27%) and 14-22 (22%). However, nearly one third (30%) of Reservists had preschool-age children. Nine percent of Reservists had adult dependents (23 years or older).

As expected, a higher percentage of younger Reservists had young dependents than did Reservists in other pay grade groups (refer to Table 2-6 for age distributions by pay grade group). For example, 29 percent of E1-E4s, 33 percent of E5-E6s, and 39 percent of O1-O3s had preschool-age children, compared with 17 percent of E7-E9s and 21 percent of O4+s. Reservists in senior pay grade groups had the highest percentage of school-age dependents (which included dependents between ages 6 and 22). Eighty-one percent of E7-E9s and 83 percent of O4+s had at least one dependent between ages 6 and 22. These two pay grade groups also had the highest percentage of adult dependents (14% each).

Table 2-20

Percentage of Reservists With at Least One Family Member (excluding spouse) in Age Groups by Pay Grade Group

Age Groups of Family Members	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
<1 year	8	7	3	7	9	3	6	7
1-2 years	6	6	3	6	8	3	5	6
2-5 years	15	20	11	17	22	15	18	17
6-13 years	13	34	34	25	29	40	34	27
14-22 years	6	26	47	20	19	43	31	22
23-64 years	4	8	13	7	7	13	10	8
>65 years	1	1	1	1	1	1	1	1

Note. Percentages do not sum to 100 due to rounding.

Source. Question 100

Question 102 asked Reservists whether they had any dependents with disabilities that required specialized treatment or care.

Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care?

- *No*
- *Yes, temporarily*
- *Yes, permanently*

Table 2-21 shows that among all Reservists who had dependents, 3 percent had dependents with a permanent disability requiring specialized treatment or care, and 3 percent had dependents with a temporary disability requiring specialized treatment or care. The proportion of Reservists who had dependents with either a permanent or temporary handicap was nearly identical across pay grade groups for both enlisted personnel and officers. The majority (94%) of Reserve members, however, reported that they did not have any dependents who were handicapped.

Table 2-21

Percentage of Reserve Members Who Had Dependents With Disabilities Requiring Specialized Care by Pay Grade Group

Handicapped Family Members	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
No	94	94	95	94	95	95	95	94
Yes, temporarily	3	3	2	3	2	2	2	3
Yes, permanently	3	3	3	3	3	3	3	3

Note. Percentages exclude the response *no* (i.e., no family members) and multiple responses.

Source. Question 102

In Questions 104 and 105, Reserve members were asked whether they were responsible for elderly relatives and if so, whether these family members lived with them.

Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- *No*
- *Yes*
-

Does this elderly relative live with you?

- *Does not apply*
- *Yes*
- *No*

Table 2-22 shows that 13 percent of all Reservists indicated that they cared for an elderly family member, although only 4 percent reported that an elderly relative also lived with them. A higher proportion of officers than enlisted Reservists reported having responsibility for an elderly relative (18% vs. 13%). The higher the pay grade group, the more likely the member was to have responsibility for an elderly family member. Among enlisted personnel, 20 percent of E7-E9s had responsibility for an elderly family member, compared with 11 percent of E1-E4s and 15 percent of E5-E6s. Among officers, 23 percent of O4+s reported having this responsibility, compared with 14 percent of O1-O3s.

The proportion of enlisted personnel and the proportion of officers who reported that an elderly family member lived with them was about the same (4% vs. 3%). Similarly, the percentage of Reservists whose elderly relative lived with them was similar across pay grade groups for both enlisted personnel and officers.

Table 2-22

Percentage of Reserve Members Who Reported Responsibility for Elderly Relatives by Pay Grade Group

Responsibility	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Responsible for elderly family members	11	15	20	13	14	23	18	13
Responsible for elderly family members in home	5	4	3	4	2	3	3	4

Note. Percentages exclude the response *no* (i.e., no family members) and multiple responses.

Source. Questions 104 and 105

Summary. Most (58%) Reservists were married (married for the first time, remarried, or separated). Among those who were married, the majority were married to a civilian spouse. Officers were more likely than enlisted personnel to be married (76% vs. 55%). The proportion of married Reservists and the proportion of Reservists who had children increased with pay grade group. With the exception of USMCR members, more than 50 percent of members in each Reserve Component had dependents under age 23. More than one half (55%) of all Reservists had at least one family member who was a military dependent. As pay grade group increased, the number of family members Reservists had also increased. Among all Reservists, nearly one third (30%) had preschool-age children. Reservists also reported a high proportion of family members who were in age groups 6-13 (27%) and 14-22 (22%). Although most (94%) Reserve members with dependents did not have any family members who were handicapped, 6 percent reported they had dependents who were either permanently or temporarily disabled and required specialized treatment or care. A higher percentage of officers than enlisted personnel indicated they had responsibility for an elderly relative (18% vs. 13%). The proportion of Reservists who lived with an elderly relative was nearly identical for enlisted personnel and officers and among pay grade groups.

Changes in the Composition of the Reserve Forces, 1986-1992

To examine changes in the demographic and background characteristics of Reservists since the last large-scale survey administration in 1986, responses from the *1992 Reserve Components Surveys* were compared with answers to comparable questions from the *1986 Reserve Components Surveys*.

The gender and race/ethnic background of Reservists did not change substantially between 1986 and 1992 (see Table 2-23), although the proportion of female Reservists was slightly higher in 1992 than in 1986 (13% compared with 10%).

Table 2-23***Gender and Racial/Ethnic Distribution of Reserve Members by Survey Year***

Reserve Member Characteristics	1992	1986
	Percent	Percent
Gender		
Male	87	90
Female	13	10
Total	100	100
Race/Ethnicity		
Hispanic	7	7
American Indian/Alaskan Native	1	1
Black	16	15
Asian/Pacific Islander	2	1
White	73	75
Other	1	1
Total	100	100

Note. Racial/ethnic designation categories differed from earlier chapter tables because of differences between the 1992 and 1986 survey item response categories.

Source. Questions 78, 83, and 84

There were some changes between the two survey periods, however, in age and education level. Table 2-24 shows that Reservists as a group were slightly older in 1992 than in 1986. In 1992, 32 percent of Reservists were age 40 and older, whereas in 1986, 23 percent of Reservists were age 40 and older. In 1992, 22 percent of Reservists were under age 25, whereas in 1986, 28 percent of Reservists were younger than age 25.

Reservists in 1992 were also better educated than in 1986. In 1992, a smaller percentage of Reservists had at least a high school diploma (83% in 1986 vs. 92% in 1992), and a larger percentage had a 4-year college degree or higher (27% in 1992 vs. 21% in 1986).

Table 2-24

Distribution of Age and Education Level of Reserve Members by Survey Year

Reserve Member Characteristics	1992	1986
	Percent	Percent
Age		
<21	4	8
21-24	18	20
25-29	18	17
30-34	15	14
35-39	13	18
40-44	14	11
45-49	11	6
50-54	5	4
55-59	2	2
>59	0	0
Total	100	100
Education Level		
Less than high school	2	8
GED	6	9
High school diploma/some college	54	52
2-year college degree	12	9
4-year college degree	13	11
Some graduate school	5	2
Master's degree	6	5
Doctoral degree	2	2
Other degree	1	1
Total	101	99

Note. Education level categories differed from earlier chapter tables because of differences between the 1992 and 1986 survey item response categories. Percentages do not sum to 100 due to rounding.

Source. Questions 79 and 85

Marital status changed slightly between 1986 and 1992 (see Table 2-25). Fewer Reservists in 1992 were in a first marriage (44% in 1992 vs. 48% in 1986) and more were separated, divorced, or remarried (24% in 1992 vs. 20% in 1986). The percentage of never-married Reservists remained relatively constant (32% in 1992 vs. 31% in 1986). Family size also did not change substantially between the 1986 and 1992 surveys.

Table 2-25***Reserve Members' Marital Status and Number of Family Members by Survey Year***

Reserve Member Characteristics	1992	1986
	Percent	Percent
Marital Status		
Married, first time	44	48
Remarried	13	10
Separated	2	2
Widowed	0	0
Divorced	9	8
Single, never married	31	32
Total	99	100
Number of Family Members		
0	45	43
1	18	18
2	21	22
3	10	11
4	4	4
5+	2	2
Total	100	100

Note. Marital status categories differed from earlier chapter tables because of differences between the 1992 and 1986 survey item response categories.

Source. Questions 89 and 100

The percentage of spouses with a military background also did not change substantially between 1986 and 1992 (see Table 2-26). In both years, most (95%) Reservists were married to civilian spouses. When spouses were members of the military, they were more often in the Reserve Component (4% in 1992 vs. 3% in 1986) than in the Active Component (2% in both years).

Table 2-26***Reserve Spouses' Military Service by Survey Year***

Military Component	1992	1986
	Percent	Percent
No military service	95	95
Reserve Component	4	3
Active Component	2	2

Source. Question 90

Summary. The gender and race/ethnicity composition of the Reserves did not change significantly between 1986 and 1992. In 1992, Reservists as a group were slightly older than they were in 1986. Relative to 1986, fewer Reservists were in a first marriage in 1992 (44% vs. 48%). The percentage of Reservists who never married and Reservists' family size did not vary significantly between 1986 and 1992. In both survey years, most (95%) Reservists were married to civilian spouses.

Comparisons of Reservists with the U.S. Civilian Population

This section compares the 1992 *Reserve Components Surveys* results with the characteristics of the total U.S. civilian population, using a sample from the *CPS March Demographic File*. CPS data include persons aged 18-64.

As shown in Table 2-27, the greatest difference between Reservists and the U.S. civilian population was gender distribution. Because of the nature of military jobs, the Reserve Component is composed mostly of males (87%), whereas the U.S. civilian population is roughly one half male and one half female. Relative to the total population, blacks were represented in higher proportions in the Reserves.

Table 2-27
Gender and Racial/Ethnic Designation, 1992 vs. U.S. Civilian Population

Reserve Member Characteristics	1992	U.S. Civilian Population
	Percent	Percent
Gender		
Male	87	49
Female	13	51
Total	100	100
Racial/Ethnic Designation		
Hispanic	7	8
American Indian/Alaskan Native	1	1
Black	16	12
Asian/Pacific Islander	2	3
White	73	77
Other	1	0
Total	100	101

Note. Percentages do not sum to 100 due to rounding.

Source. Questions 78, 83, 84, and the 1993 *CPS March Demographic File*.

The Reserves also had proportionally fewer very young and older individuals than did the U.S. civilian population and a greater proportion of young adults. As shown in Table 2-28, there were more Reservists (18%) than civilians (7%) in the 21-24 age group, and more Reservists (33%) than civilians (27%) in the 25-34 age group.

Reservists were better educated than the U.S. civilian population. Table 2-28 shows that higher proportions of Reservists than civilians had attended some college (29% vs. 18%), earned 2-year or 4-year undergraduate degrees (30% vs. 19%), or attained graduate degrees (9% vs. 6%). Relative to the civilian population, very few Reservists had less than a high school diploma (2% vs. 24%).

Table 2-28
Age and Education Level, 1992 vs. U.S. Civilian Population

Reserve Member Characteristics	1992	U.S. Civilian Population
	Percent	Percent
Age		
<21	4	8
21-24	18	7
25-34	33	27
35-44	27	26
45-54	16	18
55-64	2	14
Total	100	100
Education Level		
Less than 12 years of school	2	24
High school diploma	30	33
Some college	29	18
2-year college	12	6
4-year college	18	13
Master's degree	6	4
Doctoral degree	2	1
Other degree	1	1
Total	100	100

Note. Education level categories differed from earlier chapter tables because of differences between the 1992 and CPS survey item response categories. CPS data did not distinguish high-school degree graduates from other sources of high school diplomas (e.g., GED). Some graduate school was also not distinguished from 4-year college.

Source. Questions 79, 85, and the 1993 CPS March Demographic File

Relative to the U.S. population in general, fewer Reservists lived in large cities, and more Reservists lived in medium-sized cities. Table 2-29 shows that 36 percent of the U.S. population lived in large cities, but only 17 percent of Reservists did. Eighteen percent of Reservists lived in medium-sized cities, compared with only 1 percent of the U.S. population.

Table 2-29
Current Residence Location, 1992 vs. U.S. Civilian Population

Location	1992	U.S. Civilian Population
	Percent	Percent
Large city	17	36
Medium-sized city	18	1
Other	65	63

Note. Current residence location categories differed from earlier chapter tables because of differences between the 1992 and CPS survey item response categories.

Source. Question 2 and the 1993 CPS March Demographic File

Although Reservists tended to be somewhat younger than the U.S. civilian population, they were more likely to be married. Fifty-seven percent of Reservists were married compared with 42 percent of the U.S. population (see Table 2-30). In contrast, 43 percent of the U.S. civilian population had never been married, compared with 31 percent of Reservists.

Table 2-30
Marital Status, 1992 vs. U.S. Civilian Population

Marital Status	1992	U.S. Civilian Population
	Percent	Percent
Married, civilian or Reserve spouse	56	42
Married, active-duty spouse	1	0
Widowed	0	5
Divorced	9	7
Separated	2	2
Single, never married	31	43

Note. There are slight differences in percentage totals between this table and Tables 2-15 and 2-16 due to rounding.

Source. Questions 89 and 90 and the 1993 CPS March Demographic File

Summary. Gender distribution was the greatest difference between Reservists and the U.S. civilian population. Although the U.S. population is roughly one half male and one half female, 87 percent of Reservists were male. The Reserves tended to have proportionally fewer younger (under age 21) and older (aged 55-64) individuals than the U.S. population and more young adults. Reservists were better educated than the U.S. civilian population. Relative to the general population, significantly fewer Reservists lived in large cities (17% vs. 36%). Reservists were more likely than the U.S. civilian population to be married (57% vs. 43%), and less likely to have never been married (31% vs. 43%).

Chapter Summary

The majority of Reservists were enlisted members and were in drilling units. The ARNG and the USAR were the largest of the Reserve Components. Reservists were overwhelmingly male (87%), although the proportion of female Reservists rose slightly since 1986. A higher proportion of Reservists than U.S. civilians were minority members (27% vs. 23%). Reservists as a group were younger than the U.S. population, and they were also more likely to be married.

Reservists were better educated in 1992 than they were in 1986 and were better educated than the U.S. civilian population. Ninety-two percent of Reservists in 1992 had at least a high school diploma; this education level was significantly higher than that of the U.S. civilian population (76%). This percentage of Reservists who had at least a high school diploma represented an increase from 83 percent in 1986.

Although more than 50 percent of Reservists were married and more than 50 percent had children, marital status, family type, and family size varied significantly with pay grade group and age. Older Reservists in higher pay grade groups were married in higher proportions and had larger numbers of dependents. Fewer Reservists were in a first marriage in 1992 than in 1986, and more were divorced, separated, or remarried.

3. Military Background of the 1992 Reserve Components Surveys Population

This chapter examines the military background of Reserve members in 1992. Reserve and active-duty military experience, career length and career expectations are discussed. Changes in units and Reserve Components are examined, followed by mobilization and deployment experiences. Finally, the military backgrounds of Reservists in 1986 and 1992 are compared.

Reservists' Reserve and Active-Duty Military Experience

In a series of questions, Reservists were asked to describe their military service in the Reserve and Active Components and the Component into which they first entered when they joined the military.

Length of service. In Question 11, Reservists were asked about their length of service.

In all, to the nearest year, how long have you served in the Guard/Reserve? Do not include active duty years.

Reservists' service was grouped to roughly match stages in the military career, representing first term enlistment (1-3 years), two terms of enlistment (4-6 years), mid-careerists (7-10 years), careerists (11-19 years), and those qualifying for retirement (20+ years). The largest percentage (26%) of Reservists could be considered career Reservists, having served between 11 and 19 years in the Reserves (see Table 3-1). The remaining Reservists were fairly evenly split among those in their first or second term of enlistment (22% had served 1-3 years; 24% had served 4-6 years) and those in mid-career (18% had served 7-10 years). Only 10 percent of Reservists had served to retirement age, more than 20 years.

Table 3-1
Number of Years in the Reserves by Reserve Component

Total Number of Years in the Reserves	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Less than 1 year	0	1	1	0	0	0	1	1
1-3 years	21	23	25	42	19	21	17	22
4-6 years	24	24	24	39	19	21	25	24
7-10 years	18	18	20	8	18	20	19	18
11-19 years	28	25	24	8	29	31	27	26
20+ years	10	11	7	3	14	8	12	10
Total	100	101	101	100	100	100	101	101

Note. Percentages do not sum to 100 due to rounding.

Source. Question 11

A greater percentage of USMCR members had served in the Reserves for a shorter time than did members of other Components—42 percent had served 1-3 years and 39 percent had served 4-6 years, compared with no more than 25 percent of members of other Components in each of these categories. This finding could be expected because the USMCR is composed of a higher proportion of junior enlisted (E1-E4) Reservists than are other Reserve Components (see Chapter 2).

IMA Reservists and military technicians had a longer tenure in the Reserves than did members of drilling units. Table 3-2 shows that 33 percent of IMAs and 34 percent of military technicians could be considered career Reservists (having served 11-19 years), compared with 25 percent of unit members. More striking is the high percentage of military technicians (34%) who had served in the Reserves beyond retirement age (more than 20 years), compared with 21 percent of IMAs and only 8 percent of unit members. IMAs' higher pay grade groups compared with the average and the coupling of military technicians' Reserve service to their civilian job of administering the Reserve unit are primary factors in this finding.

Table 3-2
Number of Years in the Reserves by Reserve Status

Total Number of Years in the Reserves	Reserve Status			Total Percent
	Unit Members	IMAs	Military Technicians	
	Percent	Percent	Percent	
Less than 1 year	1	0	0	1
1-3 years	24	14	5	22
4-6 years	25	17	10	24
7-10 years	18	15	17	18
11-19 years	25	33	34	26
20+ years	8	21	34	10
Total	100	100	100	100

Source. Question 11

In Question 13, Reservists were asked about the expected length of their military career.

When you finally leave the Guard/Reserve, how many total years of service do you expect to have? (Include active duty years.)

Reservists had high expectations of the length of their military career. As shown in Table 3-3, 74 percent of Reservists expected to reach retirement age (20+ years). All Reservists except junior enlisted (E1-E4s) had long expectations for military service. Although only 4 percent of E1-E4s expected to serve 11-19 years, 44 percent expected to reach retirement age in the service.

Table 3-3
Reservists' Expected Number of Years in Military Service by Pay Grade Group

Total Expected Number of Years in Military Service	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
1-3 years	2	0	0	1	0	0	0	1
4-6 years	25	2	0	12	2	0	1	10
7-10 years	25	6	0	13	9	1	5	12
11-19 years	4	4	1	4	3	2	2	3
20+ years	44	87	99	71	86	98	92	74
Total	100	100	100	100	100	100	100	100

Source. Question 13

There were differences by Reserve Component in career length expectations (see Table 3-4). A large percentage of USMCR members (46%) expected to have a relatively brief military career of 6 years or less. In contrast, 74 percent of Reservists in all other Components expected to serve in the military until retirement.

Table 3-4
Reservists' Expected Number of Years in Military Service by Reserve Component

Total Number of Years in the Reserves	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
1-3 years	1	1	0	1	0	0	0	1
4-6 years	11	9	7	45	6	5	4	10
7-10 years	12	15	12	17	4	4	7	12
11-19 years	4	4	3	2	2	2	1	3
20+ years	72	71	78	36	89	89	87	74
Total	100	100	100	100	100	100	100	100

Source. Question 13

First military Component. In Question 9, Reservists were asked into which military Component they entered when they first joined the military.

When you first entered the military, in which component did you serve? Do not include as active service, service for basic and initial training only. Mark one.

- Active Army (USA)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Active Navy (USN)
- Naval Reserve (USNR)
- Active Air Force (USAF)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Active Marine Corps (USMC)
- Marine Corps Reserve (USMCR)
- Active Coast Guard (USCG)
- Coast Guard Reserve (USCGR)

The majority (54%) of Reservists entered the military directly into a Reserve Component. Table 3-5 shows that the largest percentage of Reservists entered the ARNG (22%) or the USAR (16%). The remaining 46 percent of all Reservists that began their military careers on active duty. The largest percentage of Reservists entered two Active Components—23 percent in the Army (USA) and 10 percent in the Air Force (USAF).

There were differences by pay grade group in this service profile. The majority (51%) of Reserve officers entered the military through an Active Component, and the majority (55%) of enlisted Reservists initially joined a Reserve Component. Within both the enlisted and officer ranks, Reservists in more senior pay grade groups more often entered the military through an Active Component (63% of O4+s and 61% of E7-E9s vs. 40% of O1-O3s and 25% of E1-E4s).

Table 3-5
Component in Which Members Served When First Entered the Military by Pay Grade Group

Original Component	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Active Component								
USA	15	27	30	22	17	30	24	23
USN	5	12	11	9	8	13	10	9
USAF	3	14	15	10	11	17	14	10
USMC	2	4	4	3	4	3	3	3
USCG	0	1	0	0	1	1	1	0
Total Active Components	25	57	61	45	40	63	51	46
Reserve Component								
ARNG	30	19	15	23	23	10	17	22
USAR	24	9	9	15	21	12	17	16
USNR	6	4	4	5	7	8	7	5
USMCR	7	2	1	5	1	1	4	3
ANG	4	5	7	2	5	3	2	5
USAFR	2	3	1	4	3	2	1	2
USCGR	1	0	0	1	0	0	0	1
Total Reserve Components	75	43	39	55	60	37	49	54
Total	100	100	100	100	100	100	100	100

Source. Question 9

Reserve Components also differed in the composition of their members who entered the military via the Active or Reserve service (see Table 3-6). For example, 67 percent of USAFR members and 60 percent of USNR members entered the military through an Active Component. In contrast, the USMCR and the ARNG had the highest proportions of members who entered the Reserve Component directly (79% and 63%, respectively).

Table 3-6
Component in Which Members Served When First Entered the Military by Reserve Component

Original Component	Reserve Component							
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	Total
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Active Component								
USA	27	39	3	0	8	7	5	23
USN	3	2	53	0	4	3	9	9
USAF	3	2	2	0	36	55	4	10
USMC	3	2	1	20	3	3	3	3
USCG	0	0	0	0	0	0	28	0
Total Active Components	37	45	60	21	51	67	49	46
Reserve Component								
ARNG	57	5	1	0	4	2	2	22
USAR	4	49	0	0	1	2	1	16
USNR	1	1	38	0	1	1	3	5
USMCR	0	0	0	78	1	0	0	3
ANG	0	0	0	0	39	2	0	5
USAFR	0	0	0	0	2	26	0	2
USCGR	0	0	0	0	0	0	44	1
Total Reserve Components	63	55	40	79	49	33	51	54
Total	100	100	100	100	100	100	100	100

Source. Question 9

Prior active-duty service. In Question 10, Reservists were asked to indicate all Active Components in which they served.

In which components have you served? Do not include as active service, service for basic and initial training only. Mark all that apply.

- **Active Army (USA)**
- **Army National Guard (ARNG)**
- **Army Reserve (USAR)**
- **Active Navy (USN)**
- **Naval Reserve (USNR)**
- **Active Air Force (USAF)**
- **Air National Guard (ANG)**
- **Air Force Reserve (USAFR)**
- **Active Marine Corps (USMC)**
- **Marine Corps Reserve (USMCR)**
- **Active Coast Guard (USCG)**
- **Coast Guard Reserve (USCGR)**

The results closely parallel those of Reservists' first military Component. Twenty-six percent of all Reservists had served on active duty in the USA, 10 percent in the USAF, 9 percent in the USN, and smaller percentages in the USMC and the USCG (3% and 1%, respectively). Most Reservists with prior active-duty service had served in the Active Component associated with their current Reserve Component, but the proportion differed by Reserve Component. Table 3-7 shows that the USAFR and the USNR had the highest percentages of prior active-duty members (55% and 53%, respectively), whereas less than one third of ARNG, USCGR, and USMCR members had prior active-duty experience (31%, 32% and 33%, respectively).

The lack of crossover in two Reserve Components—the USMCR and the USCGR—is noteworthy. Except for the USMC, virtually no USMCR members reported having active-duty experience in any other Active Component. Conversely, no Reservists other than USCGR members reported having any active-duty experience in the USCG.

Table 3-7
Members' Prior Active-Duty Service by Reserve Component

Prior Active Components	Reserve Component							
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	Total
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
USA	31	45	3	0	8	7	5	26
USN	3	2	53	0	4	3	9	9
USAF	3	2	2	0	37	55	3	10
USMC	3	2	1	33	3	3	3	3
USCG	0	0	0	0	0	0	32	1

Note. Respondents could mark no Component or more than one Active Component. Except for the USMC, the percentage of USMCR members reporting active-duty experience in any Active Component was less than 0.5 percent in the USA, the USN, and the USAF.

Source. Question 10

Reservists were asked in Question 12 to report how long they served on active duty.

In all, to the nearest year, how long did you serve in the Active Force/on active duty? Do not include your initial active duty training for the Guard/Reserve. Include service as FTS-AGR/TAR.

If a member had less than 1 year, they should have selected one of two alternatives.

- ***I have never served in the Active Force***
- ***Less than 1 year***

Table 3-8 shows that nearly one half (47%) of Reservists did not have prior duty in an Active Component. Twenty-one percent had served either 1-3 years or 4-6 years. The remaining 11 percent of Reservists with active-duty service had served 7 or more years, but very few (1%) had served to retirement age, 20 or more years. USAFR members had the longest active-duty tenure—21 percent had served 7 years or more on active duty compared with 18 percent or less in the other Reserve Components. USAR members had the shortest active-duty tenure (27% had served 1-3 years), followed by ARNG members (22% had served 1-3 years).

Table 3-8
Number of Years Members Served on Active Duty by Reserve Component

Total Number of Years on Active Duty	Reserve Component							
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	Total
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
1-3 years	22	27	20	12	16	14	13	21
4-6 years	14	16	34	11	29	37	30	21
7-10 years	4	6	14	4	9	15	10	7
11-19 years	2	3	3	1	2	5	2	3
20+ years	1	0	1	0	1	1	1	1
Never served	57	48	28	72	44	28	44	47
Total	100	100	100	100	100	100	100	100

Note. "Never served" combines responses of *I have never served in the Active Force, less than 1 year, and "0 years."*

Source. Question 12

Other Reserve Component service. In Question 10, Reservists also indicated other Reserve Components in which they had served. Table 3-9 shows that most Reservists had not served in Reserve Components other than their current Component. Overall, proportionally more Reserve members had served in the ARNG than in any other Component. Eleven percent of both USAR and ANG members, 7 percent of USCGR members, and 6 percent of USAFR members had served in the ARNG. USMCR members had the least experience outside their own Component, with only 1 percent indicating that they served in the ARNG, the USAR, or the USNR.

When Reservists did serve in other Reserve Components, most of the additional service was in related Components. The largest percentage of crossover was in the two Army Components: 11 percent of USAR members had served in the ARNG, and 10 percent of ARNG members had served in the USAR. In the National Guard Components, 11 percent of ANG members had served in the ARNG. In the Air Force Components, 8 percent of USAFR members had served in the ANG, whereas 6 percent of ANG members had served in the USAFR.

Table 3-9
Other Components in Which Reservists Served by Reserve Component

Other Reserve Components Served	Reserve Component							
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	Total
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
ARNG	100	11	3	1	11	6	7	39
USAR	10	100	2	1	4	5	4	31
USNR	2	2	100	1	3	3	7	13
USMCR	1	1	1	100	1	1	1	5
ANG	1	1	1	0	100	8	1	12
USAFR	1	1	1	0	6	100	1	9
USCGR	0	0	0	0	0	0	100	1

Note. Respondents could mark more than one Reserve Component.

Source. Question 10

Summary. The largest group of Reservists (26%) could be considered career Reservists, having served between 11 and 19 years in the Reserves. USMCR members had served a shorter time in the Reserves than had members of other Reserve Components. Relative to unit members, IMA Reservists and military technicians had served longer in the Reserves. Nearly 75 percent of Reservists expected to retire from the Reserves. Most officers entered the military through an Active Component, whereas the majority of enlisted Reservists initially joined a Reserve Component. Reservists in more senior pay grade groups also had entered the military through an Active Component in higher proportions than did Reservists in more junior pay grade groups. The largest proportion of Reservists had served 1-3 years on active duty. A small proportion of Reservists had served in a Reserve Component other than their current Component.

Source of Commission

Officers may be commissioned through many different programs. In Question 8 of the 1992 *Reserve Components Survey of Officers*, officers were asked to indicate the source of their commission.

Through which of the following officer procurement programs did you obtain your commission/warrant? Mark one.

- *Academy Graduate (USMA, USNA, USAFA, USCGA)*
- *Academy Graduate (U.S. Merchant Marine Academy)*
- *ROTC/NROTC (scholarship)*
- *ROTC/NROTC (non-scholarship)*
- *OCS/AOCS/OTS/PLC*
- *Aviation Cadet*
- *National Guard State OCS*
- *ANG Academy of Military Science (AMS)*
- *Direct appointment (professional-medical, dental, JAG, chaplain)*
- *Direct appointment (all others)*
- *Aviation training program (exclusive of OCS/AOCS/OTC/PLC)*
- *Direct appointment as a commissioned officer*
- *Direct appointment as a warrant officer*
- *Warrant Officer Entry Level Training*
- *Other*

Table 3-10 shows the different sources of commissioning for warrant officers and commissioned officers. Overall, the largest group of warrant officers received a direct appointment (53%). The next largest group received their warrant officer commission through warrant officer entry-level training (22%). There were some procurement program differences by Reserve Component. Although direct appointment was the primary means of procurement in each Component, a sizable percentage of ARNG (24%) and USAR (22%) warrant officers were appointed through the warrant-officer entry-level training program. In contrast, smaller proportions of USMCR and USCGR members obtained their warrant officer commission in this manner (15% and 11%, respectively).

Among commissioned officers, ROTC/NROTC was the most frequent source of commission (33%), followed by direct appointment (28%). Table 3-10 also shows that each Reserve Component generally drew its commissioned officers from several different programs. The primary source of commissioning in each Component was: ARNG—ROTC/NROTC and National Guard State OCS (36% each), USAR—ROTC/NROTC (44%); USNR—Direct appointment (36%), USMCR—OCS/AOCS/OTC/PLC (76%), ANG—ANG Academy of Military Science (39%), USAFR—ROTC/NROTC (36%), and USCGR—direct appointment (58%).

Table 3-10
Source of Officers' Commission by Reserve Component

Source of Commission	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Warrant Officers								
Academy graduate	0	0	0	0	---	0	0	0
ROTC/NROTC	6	2	0	0	---	0	0	4
OCS/AOCS/OTS/PLC	7	0	0	0	---	0	0	4
Aviation cadet	2	1	0	0	---	0	0	1
NG State OCS	2	1	0	0	---	0	0	2
ANG AMS	0	0	0	0	---	0	0	0
Direct appointment	43	63	94	83	---	100	78	53
Available training program	15	10	0	0	---	0	0	12
Warrant officer entry-level training	24	22	0	15	---	0	11	22
Other	1	0	6	2	---	0	11	1
Total	100	99	100	100	---	100	100	99
Commissioned Officers								
Academy graduate	1	2	11	5	4	8	14	5
ROTC/NROTC	36	44	15	11	18	36	1	33
OCS/AOCS/OTS/PLC	13	10	31	76	14	26	24	18
Aviation cadet	0	0	1	0	1	0	0	0
NG State OCS	36	7	0	0	1	0	0	11
ANG AMS	0	0	0	0	39	2	0	4
Direct appointment	14	36	36	3	22	26	58	28
Available training program	0	0	1	2	1	0	0	0
Warrant officer entry-level training	0	0	0	0	0	0	0	0
Other	1	1	4	3	0	1	2	2
Total	101	99	99	100	100	99	99	101

Note. Percentages do not sum to 100 due to rounding.

Source. Question 8 in only the officer survey

Promotion Expectations of Reservists

All Reservists were asked about their expectations for promotion in Question 6.

When do you expect to get your NEXT PROMOTION to a higher pay grade? Mark one.

- *In less than 3 months*
- *3-6 months from now*
- *7-9 months from now*
- *10-12 months from now*
- *13-18 months from now*
- *19 months to 2 years from now*
- *25 months to 3 years from now*
- *More than 3 years from now*
- *Does not apply, I don't expect any more promotions*

Twenty-one percent of all Reservists did not expect another promotion (see Table 3-11). Not surprisingly, the percentage that did not expect another promotion was highest among E7-E9 Reservists (42%) and O4+ Reservists (28%). Forty percent of all Reservists expected a promotion within the next 12 months; 22 percent, between 13 and 24 months; 7 percent, between 25 and 36 months; and 11 percent in more than 36 months. Promotion opportunities varied by pay grade group because opportunities decrease as pay grade increases. Service requirements (time in grade and time in service) are shorter at the lower pay grade groups than at the higher pay grade groups. For example, 61 percent of E1-E4s expected a promotion within 12 months, compared with 18 percent of E7-E9s.

Table 3-11
Members' Next Expected Promotion by Pay Grade Group

Next Expected Promotion	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
< 3 months	12	4	2	7	8	4	6	7
3-6 months	20	8	5	13	11	5	8	12
7-9 months	12	7	3	8	7	3	5	8
10-12 months	17	13	8	14	7	5	6	13
13-18 months	9	12	7	10	11	8	10	10
19-24 months	8	15	12	12	15	11	13	12
25-36 months	2	9	9	6	14	12	13	7
> 36 months	3	13	12	9	23	24	24	11
Don't expect another promotion	17	21	42	22	4	28	16	21
Total	100	102	100	101	100	100	101	101

Note. Percentages do not sum to 100 due to rounding.

Source. Question 6

Promotion expectations varied across Reserve Components as well (see Table 3-12). Responses are likely affected by the relative distributions of lower and higher pay grade groups within Reserve Components and by Component differences in the speed of promotions. For example, 51 percent of USMCR members expected to be promoted within 12 months, and 68 percent of its members are E1-E4s (as was shown in Table 2-2). Only 30 percent of ANG members expected a promotion within 12 months, and this Component had a much smaller proportion (21%) of E1-E4 members (which was also shown in Table 2-2). The USCGR and USMCR had the highest percentages of members who expected another promotion (87% and 87%, respectively).

Table 3-12
Members' Next Expected Promotion by Reserve Component

Next Expected Promotion	Reserve Component							
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	Total
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
< 3 months	7	7	7	11	7	6	5	7
3-6 months	11	12	15	17	9	9	7	12
7-9 months	7	8	11	9	5	5	9	8
10-12 months	12	15	12	14	9	11	22	13
13-18 months	10	11	9	11	8	10	17	10
19-24 months	12	12	10	12	13	13	13	12
25-36 months	7	7	6	7	9	11	6	7
> 36 months	10	10	8	6	19	17	8	11
Don't expect another promotion	23	19	22	14	20	18	12	21
Total	99	101	100	101	99	100	99	101

Note. Percentages do not sum to 100 due to rounding.

Source. Question 6

Enlisted Reservists were also asked whether they expected to be commissioned to warrant officer or officer in Question 7 of the 1992 *Reserve Components Survey of Enlisted Personnel*.

Do you expect to receive a commission to Warrant Officer or Officer?

- ***I am a Warrant Officer or Officer***
- ***Yes***
- ***No***

Very few enlisted Reservists expected to receive a commission. Those who were in the enlisted ranks the longest, E7-E9 Reservists, were least likely to expect a commission. Table 3-13 shows that 3 percent expected a commission, compared with 8 percent of E1-E4 Reservists and 7 percent of E5-E6 Reservists.

Table 3-13***Enlisted Personnel Who Expected Commissions by Pay Grade Group***

Expect Commission	Pay Grade Group			Total
	E1-E4	E5-E6	E7-E9	
	Percent	Percent	Percent	Percent
Yes	8	7	3	7
No	92	93	97	93
Total	100	100	100	100

Source. Question 7 in only the enlisted survey

Expectations for commissions also varied across Reserve Components (see Table 3-14). USCGR and USNR members were most likely to expect a commission (16% and 10%, respectively). This variation could not be completely explained by differences in the pay grade group distribution. The USMCR and the ARNG had the highest percentages of enlisted Reservists in pay grades E1-E4 and E5-E6 (86% and 81%, respectively)—the enlisted pay grade groups with the highest expectation of commissioning—but few enlisted Reservists in these Components expected to be commissioned.

Table 3-14***Percentage of Enlisted Members Who Expected Commissions and Percentage of E1-E4 and E5-E6 Reservists by Reserve Component***

Expect Commission	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Expect a commission	6	7	10	9	6	6	16	7
E1-E4	40	38	27	68	21	12	40	35
E5-E6	41	28	42	18	51	54	36	39

Source. Question 7 in only the enlisted survey

Summary. Whereas the largest group of warrant officers were procured through a direct appointment, the most frequent source of commission for officers was ROTC/NROTC. About one fifth of Reservists did not expect to receive another promotion. More Reservists in junior pay grade groups expected to receive a promotion than did Reservists in senior pay grade groups. The USCGR and USMCR had the highest percentages of members who expected another promotion. Very few enlisted Reservists expected to become a warrant officer or officer.

Unit and Component Changes of Reservists

Reservists were asked whether they had recently changed units or Components and, if so, to indicate the reasons why. In Question 14, Reservists were asked whether they were in a different unit than 2 years prior to 1992.

Are you in a different unit now than you were two years ago? Mark one.

- ***I have not been in the Guard/Reserve for two years***
- ***No, I am in the same unit***
- ***Yes, in a different unit but in the same component***
- ***Yes, in a different unit in a different component***

Only 21 percent of Reservists reported changing Reserve units within the previous 2 years (see Table 3-15). More transfers occurred within the same Reserve Component than between Components (15% vs. 6%).

More officers than enlisted members changed units within the previous 2 years. Twenty-seven percent of officers reported changing units within their Component, compared with 12 percent of enlisted members. Only small percentages of both officers (5%) and enlisted personnel (6%) changed Components.

USNR members had the highest proportion of members who had changed units. Thirty-seven percent reported changing units within the previous 2 years—25 percent within the USNR and 12 percent from another Component to the USNR. ANG members had the lowest rate of transferring units. Ten percent had changed units within the previous 2 years—5 percent within the ANG and 5 percent into the ANG from another Component.

Table 3-15

Reservists Who Changed Units Within the Past 2 Years by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	New Unit in Same Component	New Unit in Different Component	Total
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	12	6	18
E1-E4	11	7	18
E5-E6	12	6	18
E7-E9	16	3	19
All Officers	27	5	32
O1-O3	27	6	33
O4+	28	3	31
Reserve Components			
ARNG	14	6	20
USAR	16	5	21
USNR	25	12	37
USMCR	10	3	13
ANG	5	5	10
USAFR	13	5	18
USCGR	20	6	26
Total	15	6	21

Source. Question 14

Reservists were also asked their reasons for changing units in Question 15:

Why did you change units? Mark all that apply.

- *I was offered a promotion*
- *Promotion was more likely in a new unit*
- *I relocated away from the previous unit*
- *I wanted to retrain in a different skill*
- *I liked the job better in my new unit*
- *I liked the people better in my new unit*
- *My old unit was disestablished*
- *Other reasons*

Reservists cited a number of reasons for changing units *within* a Reserve Component. Table 3-16 shows that the largest group of Reservists (37%) cited reasons other than those posed to them in the question as the reason they changed units. The most frequent specific reason cited by Reservists was that their old unit was disestablished (23%) or they relocated their residence (19%). Enlisted Reservists cited disestablishment of their unit more often (27%) as the reason for changing units than did officers (14%). The proportion of Reservists who cited a residence move as the reason for changing units increased as pay grade group decreased (31% of E1-E4s vs. 16% of E5-E6s and 9% of E7-E9s; 18% of O1-O3s vs. 10% of O4s). Reservists in different Components also cited different reasons for changing units. For example, 31 percent of USAFR Reservists indicated that their old unit had been disestablished, whereas 32 percent of USMCR members and 30 percent of ANG members reported that a residence move had caused them to change units.

Table 3-16
Members' Reasons for Changing Units Within Reserve Component by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Offered a Promotion	Promotion More Likely	Moved	Wanted to Retrain	Like New Job Better	Like People Better	Old Unit Disestablished	Other
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Pay Grade Group								
All Enlisted	9	12	21	9	10	7	27	34
E1-E4	2	11	31	10	7	8	24	36
E5-E6	10	12	16	10	13	8	30	33
E7-E9	21	15	9	6	10	3	24	33
All Officers	14	14	14	7	11	3	14	44
O1-O3	13	13	18	10	12	4	15	39
O4+	16	14	10	4	10	3	14	49
Reserve Components								
ARNG	12	15	19	12	11	8	24	33
USAR	15	13	17	8	11	6	21	37
USNR	4	9	16	5	8	3	26	47
USMCR	4	6	32	6	8	6	11	48
ANG	12	16	30	13	12	7	13	28
USAFR	6	12	20	8	10	5	31	31
USCGR	6	7	22	6	14	6	20	40
Total	10	13	19	8	10	6	23	37

Note. Respondents could mark more than one reason for changing units and Components.

Source. Question 15

Most Reservists (45%) who *changed units and also Reserve Components* in the previous 2 years also cited reasons other than those posed to them in the question as the reason they changed Reserve Components (see Table 3-17). Those Reservists who cited a specific reason for changing Components stated that a residence move (24%) or the disestablishment of their unit (16%) caused them to change Components (recall from the previous section that Reservists who *changed units within their Component* more often cited their units being disestablished than cited they moved residences). But beyond these changes in proportions, results were similar to the reasons for changing units: More enlisted Reservists (17%) cited disestablishment of their unit as the reason for changing Components than did officers (11%), and the proportion of Reservists who cited a residence move as the reason for changing units increased as present pay grade groups decreased. For example, 30 percent of E1-E4s cited a residence move as a reason compared with 10 percent of E7-E9s, and 26 percent of O1-O3s cited a residence move compared with 13 percent of O4+s. Reasons differed within Reserve Components. Of note is the large percentage (38%) of USMCR members who cited a residence move. ANG Reservists also cited a desire to retrain in a different skill (26%) or that they liked a new job better in their new unit (22%).

Table 3-17
Members' Reasons for Changing Units and Component by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Offered a Promotion	Promotion More Likely	Moved	Wanted to Retrain	Like New Job Better	Like People Better	Old Unit Disestablished	Other
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Pay Grade Group								
All Enlisted	4	14	25	15	14	10	17	44
E1-E4	3	14	30	18	15	11	11	46
E5-E6	5	14	22	13	13	9	22	41
E7-E9	10	16	10	9	14	7	20	41
All Officers	6	10	21	9	8	4	11	52
O1-O3	6	9	26	12	10	4	9	53
O4+	6	12	13	5	6	4	15	51
Reserve Components								
ARNG	5	16	26	16	16	12	16	44
USAR	7	17	22	11	11	7	13	49
USNR	1	7	23	10	9	4	24	42
USMCR	3	3	38	14	14	5	6	41
ANG	5	19	26	26	22	17	8	41
USAFR	4	12	25	16	13	8	10	49
USCGR	3	7	21	20	18	2	17	36
Total	5	14	24	14	13	9	16	45

Note. Respondents could mark more than one reason for changing units and Components.

Source. Question 15

Retraining. Question 16 asked Reservists who had changed units within the previous 2 years whether they had to retrain in a new skill when they changed units:

Did you have to retrain in a new skill when you changed units?

- *Yes*
- *No*

Table 3-18 shows that one third (33%) of Reservists indicated retraining in a new skill was necessary when they changed units within the past 2 years. A higher proportion of Reservists in lower pay grade groups indicated that retraining was necessary. For example, 40 percent of E1-E4 Reservists and 36 percent of E5-E6 Reservists responded that they needed retraining, compared with 26 percent of E7-E9, 30 percent of O1-O3s, and 20 percent of O4+s.

Reserve Components also differed in retraining needs. More than one half (54%) of ANG members indicated that they needed retraining in a new skill, which is consistent with the 26 percent of ANG Reservists who changed Components to retrain in a new skill (as was shown in Table 3-17). In contrast, only 27 percent of USNR members (the highest proportion of whom changed units or Components because their unit was disestablished) needed to retrain in a new skill.

Table 3-18

Retraining in a New Skill Necessary by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Yes	No
	Percent	Percent
Pay Grade Group		
All Enlisted	36	64
E1-E4	40	60
E5-E6	36	64
E7-E9	26	74
All Officer	25	75
O1-O3	30	70
O4+	20	80
Reserve Component		
ARNG	40	60
USAR	28	72
USNR	27	73
USMCR	32	68
ANG	54	46
USAFR	30	70
USCGR	38	62
Total	33	67

Note. Percentages exclude Reservists who had not changed units within the previous 2 years.

Source. Question 16

Summary. One fifth of Reservists changed units within the previous 2 years, most within their own Reserve Component. A larger percentage of officers than enlisted personnel changed units. A larger percentage of USNR members changed units or Components than did Reservists in other Components. The most common specific reason cited for changing units was that the old Reserve unit was disestablished, but this was closely followed by residence move. The most common specific reason cited for changing Components was a residence move. One third of Reservists who had changed units within the previous 2 years reported that retraining in a new skill was necessary when they made this change.

Mobilization and Deployment of Reservists

Question 17 asked Reservists if they were mobilized during Operation Desert Shield/Desert Storm and the location to which they were deployed.

Were you mobilized/activated/called-up as a Reservist during Operation Desert Shield/Desert Storm? Mark all that apply.

- ***No***
- ***Yes, deployed to Persian Gulf area***
- ***Yes, deployed to other overseas location***
- ***Yes, deployed in the United States***
- ***Yes, stayed in my local community***

Twenty-four percent of all Reservists were mobilized during the Persian Gulf War (see Table 3-19), although only 10 percent reported being deployed to the Persian Gulf. The proportion of Reservists in each pay grade group who were mobilized varied little. There was also little difference by pay grade group in the location of deployment. However, Reservists in the senior enlisted and senior officer pay grade groups reported slightly higher proportions of being deployed within the United States—rather than overseas—than did Reservists in the lower pay grade groups. For example, among enlisted Reservists, 10 percent of E7-E9s reported being deployed within the United States, compared with 6 percent reported by E1-E4s. Among officers, 10 percent of O4+s reported being deployed within the United States, compared with 8 percent of O1-O3s.

A higher proportion of USMCR members were both mobilized and deployed to the Persian Gulf than Reservists in other Components. Table 3-19 also shows that 60 percent of USMCR members were mobilized, and 26 percent reported being deployed to the Persian Gulf. The USNR and the ARNG had the lowest rates of mobilization during Operation Desert Shield/Desert Storm (16% and 17%, respectively), and the USNR and the USCGR had the lowest rate of deployment to the Persian Gulf (5% each).

Table 3-19

Mobilization During Operation Desert Shield/Desert Storm by Pay Grade Group, Reserve Component, and Reserve Status

Pay Grade Group, Reserve Component, and Reserve Status	No, Did Not Mobilize Percent	Yes, Did Mobilize				Total Mobilized Percent
		In Persian Gulf	Different Overseas Location	In the United States	In Local Community	
		Percent	Percent	Percent	Percent	
Pay Grade Group						
All Enlisted	77	10	3	7	4	23
E1-E4	79	10	2	6	3	21
E5-E6	75	11	3	7	4	25
E7-E9	76	8	3	10	4	24
All Officers	75	8	3	9	4	25
O1-O3	76	9	3	8	3	24
O4+	75	8	3	10	5	25
Reserve Components						
ARNG	83	8	1	4	3	17
USAR	72	13	2	10	3	28
USNR	84	5	3	6	3	16
USMCR	40	26	10	20	4	60
ANG	80	6	3	6	5	20
USAFR	64	9	6	12	8	36
USCGR	80	5	0	11	5	20
Reserve Status						
Unit members	76	10	3	7	4	24
IMAs	76	2	1	15	6	24
Military technicians	83	8	2	4	3	17
Total	76	10	3	8	4	24

Note. Respondents could choose more than one mobilization location.

Source: Question 17

Reservists in drilling units and IMAs were equally likely to be mobilized, but unit members were deployed to the Persian Gulf in greater proportions. Ten percent of Reservists in drilling units went to the Persian Gulf compared with 2 percent of IMAs. A greater proportion of IMAs than unit members were deployed within the United States (15% vs. 7%). Military technicians were somewhat less likely than IMAs or unit members to be mobilized (17% vs. 24%).

Length of mobilization. As a follow-up question, Question 18 asked members how long they were mobilized during the Persian Gulf War.

How many months were you mobilized/activated called-up?

Nearly three fourths (72%) of all Reservists who were mobilized were mobilized for 6 months or less (see Table 3-20). Only 1 percent of Reservists were mobilized for more than 12 months. The average mobilization was 5.6 months.

There was little difference in average length of mobilization by pay grade group. However, more senior Reservists had very short mobilizations compared with junior Reservists. For example, 34 percent of E7-E9s were mobilized for less than 4 months, compared with 20 percent of E1-E4s.

Table 3-20

Length of Members' Mobilization by Pay Grade Group, Reserve Component, and Reserve Status

Pay Grade Group, Reserve Component, and Reserve Status	Length of Mobilization (Months)								Average (Months)
	1-3	4-6	7-9	10-12	13-18	19-24	25-36	36 +	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Pay Grade Group									
All Enlisted	25	47	21	6	1	0	0	0	5.6
E1-E4	20	51	23	5	0	0	0	0	5.7
E5-E6	26	45	20	7	1	0	0	0	5.7
E7-E9	34	40	16	7	2	0	0	0	5.3
All Officers	32	41	18	8	1	0	0	0	5.3
O1-O3	30	44	17	8	1	0	0	0	5.3
O4+	34	38	19	8	2	0	0	0	5.3
Reserve Components									
ARNG	17	50	26	5	1	0	0	0	6.0
USAR	24	44	23	8	1	0	0	0	5.8
USNR	30	42	20	7	1	0	0	0	5.4
USMCR	18	60	19	3	0	0	0	0	5.6
ANG	48	37	9	5	1	0	0	0	4.2
USAFR	38	38	12	11	1	0	0	0	5.3
USCGR	54	32	11	3	0	0	0	0	4.0
Reserve Status									
Unit members	25	46	21	7	1	0	0	0	5.6
IMAs	44	28	13	10	2	1	0	0	5.2
Military technicians	31	45	18	5	0	0	0	0	5.0
Total	26	46	20	7	1	0	0	0	5.6

Note. Percentages exclude Reservists who were not mobilized.

Source. Question 18

There were slight differences by Reserve Component in the length of mobilization. USAFR members had the highest percentage of members with mobilizations 10 months or more (12%), but 38 percent of USAFR members had very short mobilizations (1-3 months). The ANG and the USCGR had a high percentage of members with short mobilizations (48% and 54%, respectively).

Across Reserve status categories, IMAs had a higher percentage of members who were mobilized for a longer time (10 months or more) than did unit members or military technicians (13% vs. 8% and 5%, respectively). However, IMAs also had the largest percentage with very short mobilizations (1-3 months). Forty-four percent were mobilized for 1-3 months, compared with 25 percent of unit members and 31 percent of military technicians.

Summary. Less than one fourth of Reservists were mobilized during the Persian Gulf War, and 10 percent reported being deployed to the Persian Gulf. More USMCR members were mobilized than Reservists in other Components. IMAs Reservists were mobilized in the same proportions as were unit members, but a smaller proportion of military technicians were mobilized. The average length of mobilization was slightly less than 6 months.

Changes in the Military Background of Reservists, 1986-1992

Comparisons were made between the military backgrounds of Reservists in 1992 and in 1986.

Other Components in which Reservists served. Table 3-21 shows the proportion of Reservists who reported serving in any Active or Reserve Component during their military career. Although there was little difference across years in the proportions of Reservists who served in each of the Active Components, a larger percentage of Reservists reported having served in the ARNG in 1992 (39%) than in 1986 (22%). Similarly, the percentage of Reservists who had served in the USAR was 31 percent in 1992, compared with 20 percent in 1986.

Table 3-21

Other Components in Which Reservists Served by Survey Year

Components Served	1992	1986
	Percent	Percent
Active Components		
USA	26	24
USN	9	10
USAF	10	10
USMC	3	4
USCG	1	0
Reserve Components		
ARNG	39	22
USAR	31	20
USNR	13	11
USMCR	5	3
ANG	12	8
USAFR	9	6
USCGR	1	1

Note. Respondents could choose more than one Component.

Source. Question 10

First military Component. The military Component into which Reservists entered the military when they first joined did not change dramatically between 1986 and 1992 (see Table 3-22). Overall, the percentage of Reservists who began military service in Active Components versus Reserve Components remained stable. The proportion who first entered the military through the ARNG in 1992 was 22 percent, compared with 27 percent in 1986, whereas the percentage who entered the military through the USAR in 1992 rose to 16 percent from 13 percent in 1986.

Table 3-22***Component In Which Members Served When First Entered the Military by Survey Year***

Components Served	1992	1986
	Percent	Percent
Active Components		
USA	23	22
USN	9	9
USAF	10	10
USMC	3	3
USCG	0	0
Total Active Components	45	44
Reserve Components		
ARNG	22	27
USAR	16	13
USNR	5	6
USMCR	3	3
ANG	5	5
USAFR	2	2
USCGR	1	1
Total Active Components	54	57
Total	99	101

Note. Percentages do not sum to 100 due to rounding.

Source. Question 9

Total Reserve service. Tenure among Reservists as a group was longer in 1992 than in 1986. As Table 3-23 shows, the proportion of members with 11-19 years of service increased between 1986 and 1992 (20% vs. 26%), whereas the proportion of Reservists with 1-3 years of service decreased between 1986 and 1992 (29% vs. 22%).

Table 3-23***Number of Years in the Reserves by Survey Year***

Number of Years in Reserves	1992	1986
	Percent	Percent
Less than 1 year	1	4
1-3 years	22	29
4-6 years	24	23
7-10 years	18	17
11-19 years	26	20
20+ years	10	7
Total	101	100

Note. Percentages do not sum to 100 due to rounding.

Source. Question 11

Table 3-24 shows that Reservists had a similar pattern of prior active-duty service in 1992 compared with 1986. In 1992, 53 percent of Reservists reported some active-duty time served, compared with 51 percent in 1986. Active-duty service length was similar in 1992 and in 1986.

Table 3-24
Active-Duty Time Served by Survey Year

Time Served on Active Duty	1992	1986
	Percent	Percent
1-3 years	21	24
4-6 years	21	19
7-10 years	7	6
11-19 years	3	2
20+ years	1	0
Never served	48	49
Total	100	100

Note. "Never served" combines responses of *I have never served in the Active Force, less than 1 year, and "0 years."* The 1986 data allowed responses only to 20 years.

Source. Question 12

Promotion expectations. Table 3-25 shows that 21 percent of Reservists in 1992 did not expect another promotion, compared with 15 percent in 1986. Those members who expected a promotion anticipated a longer wait for their award in 1992 than in 1986.

Table 3-25
Members' Next Expected Promotion by Survey Year

Next Expected Promotion	1992	1986
	Percent	Percent
< 3 months	7	13
3-6 months	12	16
7-9 months	8	8
10-12 months	13	12
13-18 months	10	9
19-24 months	12	10
25-36 months	7	7
> 36 months	11	11
Don't expect another promotion	21	15
Total	101	101

Note. Percentages do not sum to 100 due to rounding.

Source. Question 6

As shown in Table 3-26, fewer enlisted Reservists expected a commission to officer in 1992 than in 1986. Only 7 percent of Reservists expected to be commissioned in 1992, compared with 10 percent in 1986.

Table 3-26***Enlisted Reservists' Expectation of a Commission by Survey Year***

Expect Commission	1992	1986
	Percent	Percent
Yes	7	10
No	93	90
Total	100	100

Note. Percentages include only enlisted Reservists.

Chapter Summary

Most Reservists have had relatively long tenure in the Reserve Component. The largest group (26%) had served 11-19 years in the Reserve Component. Most Reservists had served only in their current Reserve Component; a small percentage had served in related Components. A large percentage (74%) of Reservists expected to serve to retirement in the Reserve Component. The percentage of Reservists who expected to serve to retirement increased as pay grade group increased.

The majority (54%) of Reservists entered the military directly through a Reserve Component, the remainder entered through an Active Component. However, over one half (52%) of Reservists reported that they had prior active-duty service, generally short in duration.

Most Reservists expected another promotion, but this percentage decreased as pay grade group decreased. Few enlisted personnel expected to be commissioned as an officer.

Few Reservists overall had changed units within the previous 2 years, but when they did, the reasons most often given for the transfer were disestablishment of the unit or relocation of a personal residence. Only one third of Reservists reported that they needed retraining in a new skill for their position in the new unit. A greater percentage of officers changed units within the previous 2 years than did enlisted personnel.

Less than one fourth of Reservists were mobilized during Operation Desert Shield/Desert Storm, and 10 percent were deployed to the Persian Gulf. USMCR members were mobilized at a higher rate than were other Components. Mobilizations were relatively short, averaging slightly less than 6 months.

4. Readiness for Mobilization and Deployment

Reservists face many challenges in preparing for and adjusting to the military demands and personal disruptions of mobilization and deployment. In recent years, Reservists have increasingly been called to active duty in national and international missions. To respond effectively to current operational demands, Reservists must maintain a state of readiness, both as a unit and as individuals.

This chapter examines several issues related to readiness of Reservists and their units. First, the discussion analyzes perceptions of the likelihood of Reserve call-up. Next, issues concerning unit readiness for mobilization are explored. Finally, the chapter examines individual readiness concerns as well as job and family problems that mobilization, activation, or call-up are likely to engender.

Likelihood of Reserve Call-Up

The Reserves play a vital role in the defense of our nation. In a national emergency, Reservists can be called-up to augment the Active Forces in performing a variety of missions. Reservists may also be called upon to assist Active Components in meeting peacetime goals. This section examines Reservists' perceptions of a possible call-up.

Reserve call-up within 5 years. In Question 69, Reservists were asked to indicate how likely they thought a Reserve call-up would occur in the next 5 years.

How likely is it that another conflict requiring a Reserve call-up will occur in the next 5 years?

- ***(0 in 10) No chance***
- ***(1 in 10) Very slight possibility***
- ***(2 in 10) Slight possibility***
- ***(3 in 10) Some possibility***
- ***(4 in 10) Fair possibility***
- ***(5 in 10) Fairly good possibility***
- ***(6 in 10) Good possibility***
- ***(7 in 10) Probable***
- ***(8 in 10) Very probable***
- ***(9 in 10) Almost sure***
- ***(10 in 10) Certain***

Table 4-1 combines responses obtained from the 11-point scale used in the three groups that included responses 0-3 (*no chance to some possibility*), 4-6 (*fair to good possibility*), and 7-10 (*probable to certain*). Mean scores are also presented for the various groups based on the 0-10 scale. Among all Reservists, 39 percent believed that another Reserve call-up in the next 5 years was probable or certain. Responses differed slightly between enlisted Reservists and officers. Thirty-nine percent of enlisted Reservists believed a call-up would occur in the next 5 years, compared with 37 percent of officers. Likelihood increased among enlisted personnel as pay grade group increased, but likelihood among officers decreased as pay grade group increased. Among E7-E9s, 41 percent believed such a call-up was *probable to certain*, whereas only 35 percent of senior officers felt this strongly about a call-up within the next 5 years.

Responses varied by Reserve Component also. Reservists from the ANG (43%) and the USAFR (42%) were most likely to believe that a call-up would occur. On the other hand, Reservists from the USNR (34%) and the USCGR (33%) were least likely to believe a call-up was probable or certain.

Table 4-1

Likelihood of Reservists' Call-up Within 5 Years by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	No Chance to Some Possibility	Fair to Good Possibility	Probable to Certain	Mean
	Percent	Percent	Percent	
Pay Grade Group				
All Enlisted	24	37	39	6.6
E1-E4	26	37	37	6.5
E5-E6	22	38	40	6.8
E7-E9	22	37	41	6.8
All Officers	25	39	37	6.5
O1-O3	22	39	39	6.7
O4+	27	38	35	6.4
Reserve Component				
ARNG	24	37	39	6.6
USAR	25	37	38	6.6
USNR	27	39	34	6.4
USMCR	26	36	39	6.5
ANG	18	39	43	7.0
USAFR	21	37	42	6.8
USCGR	27	41	33	6.3
Total	24	38	39	6.6

Note. Responses are combined into three groups: 0-3 (*no chance to some possibility*), 4-6 (*fair to good possibility*), and 7-10 (*probable to certain*). Mean scores are also presented for the various groups based on the 0-10 scale.

Source. Question 69

Participation in mobilization. Reservists can be mobilized by unit or individually. Question 70 asked Reserve members to indicate the likelihood of their being called-up if a mobilization occurred within the next 5 years.

How likely is it that you would be called-up if such a mobilization occurred?

- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain

If a call-up occurred, 44 percent of all Reservists believed there was *no chance* to *some possibility* that they, individually, would be called up; 22 percent believed they would probably or certainly be called up (see Table 4-2). Junior enlisted Reservists and junior officers were most likely to believe they would be called up—23 percent of E1-E4 and 23 percent of O1-O3 Reservists indicated that a call-up was *probable to certain*. Approximately 55 percent of O4+ Reservists indicated that there was *no chance* to *some possibility* that they would be called up. This finding is consistent with the fact that a majority of senior officers would be in headquarters billets. Therefore, they would not be as likely to mobilize as would members in line units such as infantry or artillery units. One would expect similar findings among Active Components that deploy into combat.

Table 4-2
Likelihood of Reservists' Individual Call-Up for Mobilization by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	No Chance to Some Possibility	Fair to Good Possibility	Probable to Certain	Mean
	Percent	Percent	Percent	
Pay Grade Group				
All Enlisted	43	34	23	5.4
E1-E4	43	34	23	5.3
E5-E6	42	36	23	5.4
E7-E9	46	33	21	5.2
All Officers	48	31	21	5.1
O1-O3	42	35	23	5.5
O4+	55	26	19	4.8
Reserve Component				
ARNG	45	35	20	5.2
USAR	43	34	24	5.4
USNR	51	31	18	4.8
USMCR	28	32	40	6.5
ANG	42	36	22	5.4
USAFR	38	35	28	5.8
USCGR	51	33	16	4.9
Total	44	34	22	5.3

Source. Question 70

USMCR members (40%) were most likely to believe that a call-up would be *probable to certain* during a mobilization. USNR, USCGR, and ARNG members were least likely to indicate this level of certainty. Sixteen percent of USCGR members, 18 percent of USNR members, and 20 percent of ARNG members reported that they would probably or certainly be called up during a mobilization.

Mobilized with present unit. When a call-up occurs, Reserve members are assigned to specific units based on missions and individual qualifications. Question 72 asked Reservists if they thought they would mobilize with their present unit if they were called-up.

If mobilized, would you mobilize with your present unit?

Response options were:

- **Yes**
- **No**
- **Don't know**

Seventy percent of all Reservists expected to mobilize with their present units if they were called up. Table 4-3 shows that USCGR members were least likely to expect to mobilize with their present units (29%) and most likely to expect to mobilize with a different unit (31%). USNR members were also less likely (54%) than other Reserve Component members to expect to mobilize with their present units. IMAs were least likely to expect to mobilize with the present units if they were called up. Twenty percent of IMAs expected to mobilize with a different unit, compared with 6 percent of Reservists in drilling units and 8 percent of military technicians.

Table 4-3
Mobilization with Present Unit by Reserve Component and Reserve Status

Reserve Component and Reserve Status	Yes	No	Don't Know
	Percent	Percent	Percent
Reserve Component			
ARNG	79	4	17
USAR	63	8	29
USNR	54	13	33
USMCR	80	4	15
ANG	75	3	22
USAFR	71	5	24
USCGR	29	31	40
Reserve Status			
Unit members	70	6	24
IMAs	42	20	38
Military technicians	76	8	17
Total	70	7	24

Source. Question 72

Duties during mobilization. Duty assignments during mobilization depend on several factors such as unit missions and individual qualifications and availability. Reservists may perform duties that are similar to or different from those performed during annual training. Question 73 asked Reserve members if they thought their mobilization duties would be the same as those performed during annual training.

If mobilized, would your military duties be the same as your current duties when attending Annual Training/ACDUTRA?

Response options were:

- *Yes*
- *No*
- *Don't know*

Patterns were similar between Reservists' expectations of mobilization with their present unit and their expectations of their assigned duties if mobilized. Among all Reservists, 65 percent expected to perform the same duties that they performed during annual training. As shown in Table 4-4, only 41 percent of USCGR members, however, expected their duties to remain the same if mobilized. In contrast, 74 percent of ANG members, 71 percent of USAFR members, and 69 percent of ARNG and USMCR members expected their duties to remain the same.

Table 4-4
Mobilization Duties Same as Annual Training/ACDUTRA Duties by Reserve Component and Reserve Status

Reserve Component and Reserve Status	Yes	No	Don't Know
	Percent	Percent	Percent
Reserve Component			
ARNG	69	7	24
USAR	59	11	31
USNR	56	14	31
USMCR	69	7	23
ANG	74	5	21
USAFR	71	8	22
USCGR	41	21	37
Reserve Status			
Unit members	64	9	27
IMAs	58	12	30
Military technicians	78	7	14
Total	65	9	26

Source. Question 73

Among military technicians, 78 percent expected their mobilization duties to be the same as their annual training duties. IMAs were least likely to expect to perform the same duties—12 percent expected to perform different duties, and 30 percent did not know whether they would perform the same duties if mobilized. The nature of an IMA's billet is actually one of general support. An IMA is usually called up to replace an active-duty member who is deployed to a crisis. Therefore, IMAs are called up individually to fill a billet in an active unit so one would expect their duties to differ from those performed during drills or annual training.

Summary. A larger percentage of senior enlisted Reservists than senior officers believed that a Reserve call-up would probably occur in the next 5 years (41% vs. 35 %). If a call-up did occur, 44 percent of Reservists believed there was no chance to some possibility that they would be called up, and 22 percent believed they would probably or certainly be called up. Relative to all Reservists, a larger percentage of military technicians expected their mobilization duties to be the same as their annual training duties if they were mobilized (78% vs. 65%). IMAs were least likely to expect to perform the same duties (58%).

Issues Concerning Unit Readiness and Individual Preparedness

Respondents to the 1992 Reserve Components Surveys were asked to characterize the degree to which several issues concerning unit readiness and individual readiness were problems. Respondents graded each area on a scale from 1 (*serious problem*) to 7 (*not a problem*) based on how much each issue affected unit training. Estimates presented in Table 4-5 through Table 4-10 represent the percentage of respondents who marked 1-3 on the 7-point scale. The 18 items within Question 55 were grouped into three categories: personnel problems, training and drilling problems, and equipment and supply problems.

All Reserve units have training objectives to prepare the unit for a variety of missions. Unfortunately, lack of time and resources often make it difficult to meet certain objectives. Reservists were asked in Question 55 to identify problems that their unit faced in meeting training objectives.

How much of a problem is each of the following for your unit in meeting your unit's training objectives? Mark one for each item.

- ***Out-of-date equipment/weapons***
- ***Poor mechanical condition of equipment/weapons***
- ***Being below strength in Grades E-1 - E-4***
- ***Being below strength in Grades E-5 - E-9***
- ***Not enough staff resources to plan effective training***
- ***Low attendance of unit personnel at Unit Drills***
- ***Low attendance of unit personnel at Annual Training/ACDUTRA***
- ***Ineffective training during Annual Training/ACDUTRA***
- ***Shortage of MOS/Rating/Specialty/AFSC qualified personnel***
- ***Low quality of personnel in low grade unit drill positions***
- ***Not enough drill time to practice skills***
- ***Not enough time to plan training objectives and get all administrative paperwork done***
- ***Lack of access to good training facilities and grounds***
- ***Lack of good instruction manuals and materials***
- ***Lack of supplies, such as ammunition, gasoline, etc.***
- ***Excessive turnover of unit personnel***
- ***Inability to schedule effective unit annual training due to gaining command's operating schedule***
- ***Uncertainty about future status of unit***

Personnel problems. Less than 25 percent of Reservists identified personnel issues as problems affecting unit training objectives. Table 4-5 shows that 23 percent of all Reservists cited undermanning at the E1-E4 level as a problem. Enlisted Reservists (24%) expressed more concern than officers (19%) over this issue of being below strength at the E1-E4 level, and there was a difference between junior officers (23%) and senior officers (14%). Lack of staff resources was the second most identified problem among Reservists (22%). Enlisted Reservists expressed more concern than officers about most unit personnel. Relative to enlisted Reservists, officers were less likely to identify low attendance at annual training (6% vs. 11%) or unit drills (9% vs. 14%) as a problem. In addition, only 9 percent of officers were concerned with low quality in lower grade unit drill positions compared with 15 percent of enlisted Reservists.

Table 4-5
Unit Personnel Problems by Pay Grade Group

Problems	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Below strength: E1-E4	23	25	22	24	23	14	19	23
Not enough staff resources	22	20	22	22	25	21	22	22
Excessive turnover	19	19	18	19	20	15	18	19
Shortage of qualified personnel	18	15	13	16	16	14	15	16
Low quality in lower grades	18	15	11	15	11	8	9	15
Low attendance: unit drills	17	13	10	14	11	6	9	14
Below strength: E5-E9	15	10	12	12	12	13	13	13
Low attendance: annual training	13	10	8	11	8	10	6	10

Note. Percentages represent responses of 1 through 3.

Source. Question 55

Of all personnel problems Reservists in different Reserve Components identified, responses about being below strength at the E1-E4 level varied most widely. Table 4-6 shows that 31 percent of ARNG members indicated that undermanning of E1-E4s was a problem, whereas only 10 percent of ANG members considered it a problem. In general, ANG members were least likely to cite personnel issues as problems. Relative to all Reservists, USAR members were more likely to cite low attendance at unit drills (20% vs. 14%) and annual training (15% vs. 10%) as problems.

Table 4-6
Unit Personnel Problems by Reserve Component

Problems	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Below strength: E1-E4	31	22	23	22	10	13	22	23
Not enough staff resources	20	26	26	20	14	17	22	22
Excessive turnover	19	24	21	14	9	14	10	19
Shortage of qualified personnel	17	18	18	15	7	10	18	16
Low quality in lower grades	17	17	16	13	7	7	12	15
Low attendance: unit drills	15	20	8	10	5	5	7	14
Below strength: E5-E9	11	15	15	11	7	10	11	13
Low attendance: annual training	13	15	5	7	4	3	5	10

Note. Percentages represent responses of 1 through 3.

Source. Question 55

Training problems. Table 4-7 shows that more than one third (34%) of all Reservists felt that there was not enough time to plan training objectives *and* get all administrative paperwork done. More officers (48%) than enlisted Reservists (32%) considered this a problem. Among enlisted members, the percentage citing this lack of planning time increased as pay grade group increased. Twice as many E7-E9s as E1-E4s considered this a problem (48% vs. 24%). This is understandable because responsibilities for training normally increase as military members attain more senior ranks. Thirty percent of officers and 25 percent of enlisted members also responded that there was not enough drill time to practice skills. On the other hand, more enlisted members (18%) than officers (12%) indicated that ineffective annual training was a problem.

Table 4-7
Unit Training and Drilling Problems by Pay Grade Group

Problems	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Not enough time to plan training	24	35	48	32	50	46	48	34
Not enough drill time	20	26	35	25	35	25	30	26
Ineffective annual training	20	17	12	18	14	10	12	17
Ineffective annual trng: scheduling	15	17	18	16	17	12	14	16

Note. Percentages represent responses of 1 through 3.

Source. Question 55

Table 4-8 presents the percentage of Reservists, by Reserve Component, who considered training and drilling issues as problems. Compared with other Component members, proportionately more USNR members (44%) considered the lack of time to plan training objectives as a problem. The percentage of members from other Components who cited this lack of planning time as a problem ranged from 28 percent to 39 percent.

Table 4-8
Unit Training and Drilling Problems by Reserve Component

Problems	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Not enough time to plan training	31	39	44	33	28	30	36	34
Not enough drill time	26	28	24	22	25	22	29	26
Ineffective annual training	17	17	21	17	12	15	23	17
Ineffective annual trng: scheduling	17	18	18	15	11	11	15	16

Note. Percentages represent responses of 1 through 3.

Source. Question 55

Equipment and supply problems. Reservists most often cited insufficient access to good training facilities as a problem. About one third (33%) viewed it as a problem, whereas 28 percent considered out-of-date equipment as a problem. Table 4-9 shows that senior enlisted Reservists (E7-E9) and senior officers (O4+) were less likely to feel that equipment problems existed. Approximately 31 percent of E1-E4s cited out-of-date equipment as a problem compared with 25 percent of E7-E9s and 22 percent of senior officers. This same pattern is evident for the mechanical condition of equipment. These results are explanatory because enlisted members are the primary operators and repairers of most equipment in the military.

Table 4-9
Unit Equipment and Supply Problems by Pay Grade Group

Problems	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Insufficient access to good training facilities	34	32	33	33	35	26	31	33
Out-of-date equipment	31	26	25	28	32	22	27	28
Insufficient good instructional materials	25	23	21	23	23	16	19	23
Lack of supplies	23	22	25	23	27	21	24	23
Poor mechanical condition of equipment	24	19	16	21	19	13	16	21

Note. Percentages represent responses of 1 through 3.

Source. Question 55

Table 4-10 illustrates that ANG members were less likely than other Reserve Components to cite equipment, facility, and supply problems. The percentage of ANG members citing any equipment and supply areas as a problem for unit training objectives was 10-15 percentage points lower than the percentages among all Reservists. USAR and USNR members most often cited equipment and supply areas as problems.

Table 4-10
Unit Equipment and Supply Problems by Reserve Component

Problems	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Insufficient access to good training facilities	33	38	41	30	18	22	31	33
Out-of-date equipment	31	33	32	21	15	15	23	28
Insufficient good instructional materials	21	28	30	18	11	16	25	23
Lack of supplies	21	30	27	22	13	10	24	23
Poor mechanical condition of equipment	21	23	25	18	10	12	16	21

Note. Percentages represent responses of 1 through 3.

Source. Question 55

Other miscellaneous concerns. Reservists were asked seven questions about various aspects of unit readiness. Questions 58, 59, 64, and 66 pertain to satisfaction and were answered using a 7-point scale with anchor points 1 (*very dissatisfied*) to 7 (*very satisfied*).

How satisfied are you with the training received during your unit drills?

How satisfied are you with the opportunities you have to use your MOS/Designator/ Rating/Specialty/AFSC skills during unit drills?

Overall, how satisfied were you with your unit's activities at 1991 Annual Training/ACDUTRA?

In general, how satisfied are you with the supervision and direction given during unit drills?

Questions 62 and 63 asked members about the equipment and weapons that their unit used during training. Question 65 asked Reservists to rate the morale of personnel in their units.

In general, how would you describe the weapons or equipment your unit uses during your unit drills?

The response option was a 7-point scale with anchor points 1 (*out-of-date*) to 7 (*up-to-date*).

In general, how would you describe the mechanical condition of the weapons and equipment your unit uses during training?

The response option was a 7-point scale with anchor points 1 (*poor*) to 7 (*excellent*).

In general, how would you describe the morale of military personnel in your unit?

The response option was a 7-point scale with anchor points 1 (*morale is very low*) to 7 (*morale is very high*).

Although the seven questions had different textual anchor points, responses from the 7-point scales were combined into three groups: 1-2, 3-5, and 6-7. The 1-2 responses represented negative ratings, the 6-7 responses represented positive ratings, and 3-5 represented neutral ratings. Table 4-11 shows that Reservists provided the highest ratings for satisfaction with their unit's 1991 annual training (49%) and the lowest ratings for satisfaction with training received during unit drills (29%). The average score for unit morale was 4.6, compared with 5.1 for 1991 annual training activities and 4.3 for the opportunity to use their skills during unit drills.

Table 4-11
Reservists' Satisfaction with Unit Readiness

Areas of Unit Readiness	Negative	Neutral	Positive	Mean
	Percent	Percent	Percent	
Satisfaction with 1991 annual unit training activities	9	42	49	5.1
Weapons/equipment: mechanical condition	10	49	42	4.9
Weapons/equipment: state	14	46	39	4.7
Satisfaction with supervision during drills	14	49	37	4.7
State of unit morale	13	55	33	4.6
Satisfaction with training received during unit drills	16	55	29	4.4
Satisfaction with opportunity to use skills during drills	22	45	33	4.3

Note. Responses are combined into three groups: 1-2 (negative), 3-5 (neutral), and 6-7 (positive).

Source. Questions 64, 63, 62, 66, 65, 58, and 59

Summary. Reservists were asked to identify problems that hindered the successful completion of training objectives in their unit. The most often cited problem was lack of time for planning training (34%). Insufficient access to good training facilities was the second most identified problem (33%). The least cited problems were personnel issues such as low attendance at annual training (10%) and unit drills (14%) and undermanning at the E5-E9 levels (13%). In general, enlisted Reservists expressed more concern about unit personnel issues than did officers. Of seven areas of unit readiness that were surveyed, Reservists expressed the highest rating for satisfaction with their unit's 1991 annual training. In contrast, they provided the lowest rating for satisfaction with training they received during unit drills.

Individual Preparedness

For Reserve Components to be effective, units and individuals must be properly trained and prepared to deploy where needed. Before members can deploy, however, they must ensure that spouses and other family members left behind are also prepared for the separation. Reservists can prepare their families by completing the proper paperwork, updating personal records, and making necessary arrangements for the care of family members. This section examines specific arrangements that Reservists can make before mobilization.

Individual preparedness for mobilization. Individual preparedness may be measured by determining if Reservists have required records or documents updated and filed before mobilizing. Questions 28 and 103 asked if Reservists had completed all required documentation when they were surveyed.

The questions below are about your preparedness. Mark one for each item.

- *Do you have a current written will?*
- *Does anyone currently hold your power-of-attorney?*
- *Have you filled out a record of emergency data?*
- *Does your spouse or next-of-kin know where to find your papers?*
- *Do you verify/update annually your record of emergency data?*
- *Do you have life insurance other than SGLI/VGLI?*

Response options were:

- *Yes*
- *No*
- *Don't know*
- *Does not apply*

If you are a single-parent or a military member married to a military member, do you have a military family care plan?

Response options were:

- *Yes*
- *No*
- *Does not apply*

Military members are required or encouraged to keep personal documents current should deployment/mobilization occur. Among these documents are legal records, such as wills and powers-of-attorney, records of emergency data, life insurance, and family care plans. DoD regulations require that single-parent military members and members married to other military members have a current family-care plan on record. Table 4-12 shows the percentages of Reservists who answered *yes* to each item but excludes those Reservists who stated that the questions were inapplicable to them. More Reservists have taken easier actions (i.e., completing and updating their record of emergency data) than more complex actions (i.e., preparing a will or power-of-attorney and filing a family-care plan). Among all Reservists, the items most likely to be current were a record of emergency data (81%), assurance that the Reservist's spouse or next-of-kin knew the location of important papers (79%), and a yearly update of that data (77%). In general, individual preparedness increased as pay grade group increased within the enlisted and officer ranks. This may be a result of the greater awareness of these documents and records that increases with time in service.

Table 4-12**Extent Members Prepared for Mobilization by Pay Grade Group**

Method of Preparation	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Record of emergency data	70	85	92	80	87	92	89	81
Family knows location of important papers	67	82	91	77	86	93	90	79
Yearly update of emergency data	66	81	88	76	79	83	81	77
Life insurance besides SGLI/VGLI	57	78	91	71	84	94	89	74
Current will	29	51	69	44	61	80	71	49
Power-of-attorney	28	38	45	35	41	43	42	36
Family-care plan	23	28	30	26	47	41	45	29

Note. Percentages exclude Reservists who responded *does not apply*.

Source. Questions 28 and 103

The percentage of Reservists with a current will and power-of-attorney rose significantly between 1986 and 1992. Table 4-13 shows that the percentage with a current will increased from 28 percent to 49 percent, and the percentage with a power-of-attorney more than doubled from 17 percent to 36 percent. Individual preparedness either increased or was unchanged between 1986 and 1992. Findings may be attributed to the emphasis that was placed on individual preparedness surrounding Operation Desert Shield/Desert Storm.

Table 4-13**Extent Members Prepared for Mobilization by Survey Year**

Method of Preparedness	1992	1986
	Percent	Percent
Record of emergency data	81	73
Family knows location of important papers	79	77
Life insurance besides SGLI/VGLI	74	73
Current will	49	28
Power-of-attorney	36	17

Note. Percentages exclude Reservists who responded *does not apply*.

Source. Question 28 (1992 survey) and Question 24 (1986 survey)

Emergency arrangements for dependents if mobilization occurred. Mobilization often includes separation of the Reservist and family members. Question 101 asked if workable arrangements were in place to handle short- and long-term mobilization situations.

Are arrangement for your dependents who live with you realistically workable for each of the following situations? Mark one for each item.

- *Does not apply, my dependents do not live with me.*
- *Short-term emergency situation such as a mobilization exercise*
- *Long-term situation such as being called-up or mobilized*

Response options were:

- *Yes*
- *Probably*
- *No*

Junior enlisted Reservists were least likely to have workable short-term and long-term dependent-care arrangements. They were also more likely to be merely hopeful rather than certain that their arrangements would work out. Table 4-14 shows that 62 percent of Reservists in pay grade groups E1-E4 with dependents had workable short-term arrangements, compared with 73 percent of E5-E6s and 82 percent of E7-E9 Reservists. Officers were most likely to believe their short-term arrangements were workable. The same pattern held true for long-term emergency arrangements. Forty-eight percent of E1-E4 Reservists had workable dependent-care arrangements in the case of a long-term emergency, compared with 57 percent of E5-E6s and 66 percent of E7-E9 Reservists. Among officers, 65 percent of junior officers and 73 percent of senior officers had workable long-term arrangements for their dependents.

Table 4-14
Emergency Arrangements for Dependents by Pay Grade Group

Arrangements	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Short-Term								
Yes	62	73	82	71	85	91	88	75
Probably	28	21	14	22	13	8	10	19
No	10	6	4	7	2	1	2	6
Long-Term								
Yes	48	57	66	56	65	73	69	59
Probably	34	32	27	32	28	24	26	31
No	17	11	7	12	7	4	5	11

Note. Percentages exclude Reservists without dependents living with them.

Source. Question 101

In the comparison of 1986 and 1992 rates, 10 percent more Reservists in 1992 had workable short-term arrangements for the care of their dependents (see Table 4-15). Sixteen percent more had workable long-term arrangements in 1992 than in 1986. It is important to note that question wording changed between 1986 and 1992. Question 92 from the 1986 Reserve Components survey read as follows:

Are your dependent arrangements realistically workable for each of the following situations? Mark one for each item.

- *Short-term emergency situation such as a mobility exercise*
- *Long-term situation such as a mobilization/deployment*

Response options were:

- *Yes*
- *Probably*
- *No*

Table 4-15
Workable Emergency Arrangements for Dependents by Survey Year

Arrangements	1992	1986
	Percent	Percent
Short-term emergency arrangements	75	65
Long-term emergency arrangements	59	43

Source. Question 101 (1992) and Question 92 (1986)

Potential individual problems from mobilization. Mobilization often causes disruption in the lives of Reserve members who are called-up for duty. Reservists were asked in Question 29 to determine which circumstances would caused job-related or family-related problems surrounding a mobilization.

If you were to be called up, how much of a problem would each of the following be for you or your family? Mark one number for each item.

- *Employer problems at the beginning of the mobilization /activation/call-up*
- *Employer problems when you returned to your job*
- *Getting the same job back after returning*
- *Loss of civilian health benefits during the call-up*
- *Loss of seniority, promotion opportunity , or job responsibility on civilian job*
- *Loss of income during the call-up*
- *Attitudes of supervisor or co-workers upon return*
- *Business or medical practice would be damaged*
- *Problems for patients, clients, customers*
- *Spouse would need work but would not find job*
- *Increase family problems*
- *Increased chances for a marital separation or divorce*
- *Problems for children*
- *Burden on spouse*
- *Child care during the call-up*

The response option varied from 1 (*serious problem*) to 7 (*not a problem*) and also included *does not apply*.

Although Reserve duty may provide an additional source of income, mobilization may result in an offsetting loss of civilian income. Reserve members were asked to indicate the level of difficulty mobilization would have for them and their family. The 15 items that were included in the question were considered as being either job-related problems or family-related problems. Job-related problems were analyzed by pay grade group (see Table 4-16), by Reserve Component (see Table 4-17), and by work and school status (see Table 4-18). Family-related problems were analyzed by pay grade group (see Table 4-19) and by Reserve Component (see Table 4-20).

Reservists most often cited loss of income as a potential job-related problem resulting from mobilization. Table 4-16 shows that 47 percent of all Reservists thought that this would be a problem, and this percentage varied little across pay grade groups. More than one fourth (28%) of all Reservists indicated that loss of civilian health benefits during a call-up would pose a problem. Table 4-16 also indicates that 28 percent of officers thought that damage to their businesses or medical practices would be a problem, compared with 14 percent of enlisted Reservists. Twenty-six percent of officers thought their mobilization would cause problems for their patients, clients, or customers, compared with 12 percent of enlisted members.

Table 4-16
Reservists' Job-Related Problems If Mobilized by Pay Grade Group

Job-Related Problems	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Loss of income during call-up	47	48	42	47	44	44	44	47
Loss of civilian health benefits	20	31	34	27	32	32	32	28
Loss of seniority, promotion, or job responsibility upon return	23	20	17	21	26	22	24	21
Employer problems at call-up	21	17	16	19	26	26	26	20
Getting same job back	20	15	14	17	21	20	21	18
Employer problems upon return	18	14	13	15	19	17	18	16
Business or medical practice damaged	13	14	16	14	24	31	28	16
Problems for patients, clients, or customers	12	12	14	12	23	29	26	15
Attitude of supervisors or peers upon return	12	10	11	11	14	11	13	11

Note. Percentages exclude *does not apply*, no response, and multiple responses. Percentages represent responses of 1 through 3.

Source. Question 29

As shown in Table 4-17, USCGR members (57%) cited loss of income as a problem more often than did members from other Components. Members of both Army Components, ARNG and USAR (both 44%), were least likely to cite loss of income as a problem resulting from mobilization. In six of the nine survey items, the ANG had the lowest percentage of members who cited problems during mobilization.

Table 4-17
Reservists' Job-Related Problems If Mobilized by Reserve Component

Job-Related Problems	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Loss of income during call-up	44	44	53	51	47	52	57	47
Loss of civilian health benefits	26	27	32	22	30	32	33	28
Loss of seniority, promotion, or job responsibility upon return	20	22	24	23	18	23	20	21
Employer problems at call-up	18	20	23	22	17	19	23	20
Getting same job back	17	19	19	20	15	17	18	18
Employer problems upon return	15	17	17	20	13	16	16	16
Business or medical practice damaged	15	18	19	18	14	16	18	16
Problems for patients, clients, or customers	13	16	18	14	14	15	17	15
Attitude of supervisors or peers upon return	11	13	11	11	10	12	11	11

Note. Percentages exclude *does not apply*, no response, and multiple responses. Percentages represent responses of 1 through 3.

Source. Question 29

Job-related problems caused by mobilization varied more widely by civilian work and school status. Table 4-18 shows that self-employed Reservists were most likely to cite problems for their patients, clients, or customers (53%); loss of income (55%); or damage to their business or medical practice (63%) as a problem. Military technicians were least likely to cite job-related problems from a mobilization or call-up. Reservists who worked part-time or were full-time students were less likely than other Reservists to report that loss of income during a call-up would be a problem.

Table 4-18***Reservists' Job-Related Problems If Mobilized by Civilian Work and School Status***

Job-Related Problems	Civilian Work and School Status					Total
	Military Technician	Full-Time	Part-Time	Self-Employed	Student	
	Percent	Percent	Percent	Percent	Percent	Percent
Loss of income during call-up	23	51	36	55	30	47
Loss of civilian health benefits	21	32	18	18	14	28
Loss of seniority, promotion, or job responsibility upon return	5	23	18	15	20	21
Employer problems at call-up	2	21	14	31	21	20
Getting same job back	4	18	17	14	18	18
Employer problems upon return	3	16	14	17	18	16
Business or medical practice damaged	5	12	8	63	18	16
Problems for patients, clients, or customers	4	12	9	53	14	15
Attitude of supervisors or peers upon return	4	12	10	7	11	11

Note. Percentages exclude *does not apply*, no response, and multiple responses. Percentages represent responses of 1 through 3.

Source. Question 29

The main family-related problem from mobilization or call-up was the burden placed on the Reservist's spouse. (Again, it needs to be emphasized that the findings for the family-related questions eliminated all respondents who indicated that the item did not apply.) Table 4-19 shows that 49 percent of Reservists indicated this burden was a problem, and there was little variance across pay grade groups. About one third reported that mobilization would cause problems for their children (34%). The family-related problem cited least often was that mobilization would increase the chances of a separation or divorce (14%). The largest difference between officers (12%) and enlisted members (18%) occurred for those indicating that their spouses would not find a job, but would need to work during the mobilization period.

Table 4-19***Family-Related Problems for Members if Mobilized by Pay Grade Group***

Family-Related Problems	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Burden on spouse	49	49	44	48	55	51	53	49
Problems for children	37	35	25	34	40	32	36	34
Increased family problems	29	30	27	29	34	32	33	30
Child care during call-up	30	25	15	26	28	17	22	25
Spouse won't find needed job	20	18	15	18	13	12	12	17
Increased chance for marital separation/divorce	19	13	10	15	14	11	12	14

Note. Percentages exclude *does not apply*, no response, and multiple responses. Percentages represent responses of 1 through 3.

Source. Question 29

As shown in Table 4-20, USMCR members (19%) identified the increased chance of separation or divorce more often than did other Reserve members (9%-16%). Problems associated with child care during mobilization were also identified more often by USNR (28%) and USMCR (30%) members than other Reservists (25% or less).

Table 4-20***Family-Related Problems for Members if Mobilized by Reserve Component***

Family-Related Problems	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Burden on spouse	49	49	51	50	47	49	47	49
Problems for children	33	36	37	36	31	35	29	34
Increased family problems	29	30	33	31	27	30	28	30
Child care during call-up	24	24	28	30	23	25	25	25
Spouse won't find needed job	18	17	18	17	15	17	16	17
Increased chance for marital separation/divorce	15	16	13	19	11	13	9	14

Note. Percentages exclude *does not apply*, no response, and multiple responses. Percentages represent responses of 1 through 3.

Source. Question 29

Effect of mobilization on income. In Question 71, members were asked to indicate the impact that mobilization for 30 days or more would have on their income.

If you were mobilized for 30 days or more, would your total income:

- *Increase greatly*
- *Increase somewhat*
- *Remain the same*
- *Decrease somewhat*
- *Decrease greatly*

Table 4-21 shows that 51 percent of Reservists thought that a mobilization of 30 days or more would decrease their income at least somewhat, but 36 percent thought their income would increase. Junior enlisted Reservists were less likely than other Reservists to think that mobilization would decrease their total income; 43 percent of E1-E4 Reservists reported that their income would increase greatly or somewhat if they were mobilized for 30 days or more, whereas 45 percent thought their income would decrease.

Table 4-21

Effect of Mobilization of 30 or More Days on Reservists' Income by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Increase Greatly	Increase Somewhat	Remain the Same	Decrease Somewhat	Decrease Greatly
	Percent	Percent	Percent	Percent	Percent
Pay Grade Group					
All Enlisted	13	24	12	27	24
E1-E4	16	27	12	23	22
E5-E6	11	22	12	29	27
E7-E9	8	21	16	31	24
All Officers	10	23	16	25	26
O1-O3	11	23	15	25	25
O4+	8	22	17	25	27
Reserve Component					
ARNG	14	27	14	26	20
USAR	14	26	13	26	22
USNR	10	19	11	27	33
USMCR	11	21	13	26	29
ANG	8	21	14	29	28
USAFR	11	19	11	29	31
USCGR	6	13	11	27	43
Total	12	24	13	26	25

Source. Question 71

Table 4-21 also shows that expectations about the impact of mobilization on income varied across Reserve Components. Members of the ARNG (41%) and the USAR (40%) were more likely than members of other Reserve Components to think that mobilization would increase their income at least somewhat. Only 19 percent of USCGR members thought a mobilization would increase their total income, and 70 percent thought their income would drop.

Summary. As expected, Reservists were more likely to complete simpler actions of individual preparedness than more complex actions. For example, 80 percent of Reservists had updated their records of emergency data and informed family members of the location of important papers. In contrast, less than one half had current wills and powers-of-attorney or family-care plans. Based on required documentation, preparedness increased as pay grade group increased. Younger enlisted Reservists were also less likely to have workable dependent-care arrangements for mobilization situations than were other Reservists. Overall, 59 percent of Reservists had workable long-term arrangements, and 75 percent had workable short-term arrangements. Mobilization also disrupts the normal lives of Reserve members and can lead to job- and family-related problems. Spousal burden (49%) was the most often cited problem associated with a potential mobilization, followed closely by loss of income (47%).

Chapter Summary

Nearly 4 out of 10 Reservists (39%) believed that a call-up would occur in the near future. ANG and USAFR members were more likely than other Reservists to believe that a call-up was probable to certain. Whereas 24 percent of Reservists expected to be mobilized with their present units in a call-up, the percentage differed by Reserve Component. Only 15 percent of USMCR members expected to do so, compared with 40 percent of USCGR members. Among all Reservists, 65 percent expected that their mobilization duties and annual training duties would be the same if they were mobilized.

Less than 25 percent of Reservists identified personnel issues as problems affecting unit training objectives. The most commonly cited personnel problem was being below strength at the E1-E4 level (23%), followed closely by lack of staff resources (22%). When Reservists were asked to cite problems with their units' equipment, facilities, and supplies, they most often responded insufficient access to good training facilities (33%). ANG members were consistently less likely to cite equipment, facility, and supply problems than were members of other Reserve Components. The two responses most often cited as unit training and drilling problems were insufficient time to plan training (34%) and insufficient time for drills (26%). More officers than enlisted Reservists cited these two problems areas, probably because officers had more responsibility for unit training.

Regarding their units, Reservists expressed the greatest satisfaction with their unit's 1991 annual training (49%), but they were least satisfied with training they received during unit drills (29%). Reservists were most dissatisfied with the opportunity to use their specialized military skills during unit drills. As for unit morale, Reservists rated it slightly above the scale midpoint (4.6 on a scale from 1 to 7).

Reservists in the lower enlisted pay grades were less likely than other Reservists to have prepared for mobilization by having a current will and power-of-attorney, maintaining a record of emergency data, and filing a family-care plan. In general, individual preparedness increased as pay grade group increased among both officers and enlisted Reservists. Although 80 percent of Reservists had an emergency data record, updated it yearly, and notified their families about the location of emergency papers, only 49 percent had a current will, and only 36 percent had a power of attorney. These proportions, however, constituted a dramatic increase over preparedness in 1986. In 1986, only 28 percent of Reservists had a current will, and 17 percent had a power-of-attorney.

The percentage of Reservists who indicated they had workable dependent-care arrangements in case of short-term or long-term emergencies also rose between 1986 and 1992. The percentage with workable arrangements in case of a short-term emergency rose from 65 percent to 75 percent; the percentage with workable long-term arrangements rose from 43 percent to 59 percent. Junior enlisted Reservists were less likely than other Reservists to have either workable short- or long-term arrangements, and senior officers were best prepared.

The most common potential job-related problem from mobilization was loss of income. Among all Reservists, 47 percent indicated the loss would be a problem. Officers were more likely than enlisted members to cite job-related problems. The most common family-related problem was the burden that a call-up placed on the Reservist's spouse, which was cited by nearly one half of all Reservists for whom the question applied. (This percentage does not include those for whom the question did not apply, which would eliminate Reservists who were not married.) The least cited family-related problem was that mobilization would increase the chances of a separation or divorce (14%).

5. Career Plans and Retention Intent of Reservists

Many members intended to remain in the Reserves for a long time—over one half were fairly certain that they would stay until they were eligible for retirement. They cited a variety of reasons for staying in the Reserve Component. But at the same time, Reservists were also concerned about promotion opportunities and the effects of force reductions on their participation.

This chapter discusses several aspects of Reserve service related to retention and explores Reservists' attitudes toward their Reserve careers. First, intentions to remain in the Reserves are examined, and members' reasons for staying and leaving are presented. In addition, promotion opportunities and Reservists' career aspirations as well the service obligations of current Reservists are discussed. Finally, the chapter examines the impact of force reductions and satisfaction with various aspects of Reserve service.

Retention Intent of Reservists

Decisions to stay in the Reserves may depend on many circumstances and individual priorities. Reservists were asked to indicate which factors contributed to their most recent decision to remain in the Reserves in Question 30.

People participate in the Guard/Reserve for many reasons. How much have each of the following contributed to your most recent decision to stay in the Guard/Reserve? Mark one for each item.

Serving the country

Using educational benefits

Obtaining training in a skill that would help get a civilian job

Serving with the people in the unit

Getting credit toward Guard/Reserve retirement

Promotion opportunities

Opportunity to use military equipment

Challenge of military training

Needed the money for basic family expenses

Wanted extra money to use now

Saving income for the future

Travel/"get away" opportunities

Just enjoyed the Guard/Reserve

Pride in my accomplishments in the Guard/Reserve

Response options were:

- *Major contribution*
- *Moderate contribution*
- *Minor contribution*
- *No contribution*

Table 5-1 presents the percentage of Reservists who indicated which factors made a *major* or *moderate contribution* to their decision to stay in the Reserves. The table presents findings by pay grade group for enlisted personnel and officers. Factors in the table are sorted from largest to smallest contribution based on the total population. Overall, Reservists most often cited serving the country (89%) as contributing the most toward their decision to stay. Reservists were also likely to cite pride in their accomplishments (80%) and credit toward Reserve retirement (76%). In contrast, fewer than one half felt that saving income for the future, educational benefits, the opportunity to use military equipment, or training that would help them obtain a civilian job made a *major* or *moderate contribution* to their decision to stay in the Reserves.

There were considerable differences among pay grade groups in reasons cited for staying in the Reserves. Table 5-1 shows that the largest differences between officers and enlisted Reservists appeared for factors such as educational benefits and training for a civilian job. Enlisted Reservists were much more likely than officers to cite educational benefits as a *major* or *moderate contribution* to their decision to stay. Forty-eight percent of enlisted members cited this reason, compared with 18 percent of officers. The contribution of educational benefits also decreased as pay grade group increased among enlisted members and officers. Senior enlisted Reservists (E7-E9) and senior officers (O4+) were most likely to cite credit toward retirement (96% and 93%, respectively) as a contributing factor. Officers were also less likely than enlisted Reservists to indicate that the extra money they received made a *major* or *moderate contribution* (49% vs. 57%). There were also large differences between enlisted pay grade groups for factors such as pride in accomplishments, serving with people in the unit, enjoyment of the Reserves, and promotion opportunities. The percentage of Reservists who cited these factors as making at least a *moderate contribution* increased as enlisted pay grade group increased.

Table 5-1

Reasons That Made a Major or Moderate Contribution to Members' Decision to Stay in the Reserves by Pay Grade Group

Reasons Cited for Staying in the Reserves	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Serving the country	84	90	93	88	93	94	94	89
Pride in accomplishments	71	83	90	79	86	87	87	80
Credit toward retirement	52	86	96	73	80	93	87	76
People in unit	59	73	80	68	69	71	70	68
Enjoyment of Reserves	53	72	81	65	75	79	77	67
Challenge of training	63	62	63	63	66	53	60	62
Promotion opportunities	51	63	68	59	70	72	71	61
Extra money	57	57	54	57	50	48	49	55
Travel opportunities	49	57	56	54	52	49	50	53
Monetary need	50	54	51	52	48	42	45	51
Savings for future	42	46	51	45	48	49	48	46
Educational benefits	64	41	25	48	26	10	18	43
Opportunity to use equipment	46	43	37	44	35	25	30	41
Training for civilian job	44	36	28	38	25	15	20	35

Source. Question 30

Table 5-2 presents contributing factors toward staying by Reserve Component. The most notable findings correspond to the difference in responses of USMCR members. The percentage of USMCR members who cited contributing factors was substantially lower than the percentage of other Component members in one half of the areas surveyed. The largest difference occurred for credit toward retirement. Overall, 76 percent of Reservists indicated that retirement credit made a *major* or *moderate contribution* to their decision to stay compared with 41 percent of USMCR members. In addition, the percentages of both USMCR and USCGR members citing travel opportunities were also lower than for all Reservists (43% vs. 53%). In contrast, the percentages of USMCR members were higher than other Components for challenge of training (74%) and educational benefits (50%). Of these two, the larger differences appeared for challenge of training. There were also notable differences of USCGR members when they were compared with Reservists in other Components. A higher percentage of USCGR members (79%) cited enjoyment of the Reserves as a contributing factor compared with the total Reserve population (67%). In contrast, fewer USCGR members (27%) indicated educational benefits than did the overall Reserve population (43%).

Table 5-2
Reasons That Made a Major or Moderate Contribution to Members' Decision to Stay in the Reserves by Reserve Component

Reasons Cited for Staying in the Reserves	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Serving in the country	89	88	89	90	91	90	89	89
Pride in accomplishments	80	79	78	76	84	84	86	80
Credit toward retirement	74	74	80	41	85	87	85	76
People in the unit	71	67	63	60	73	68	70	68
Enjoyment of Reserves	66	66	67	52	74	74	79	67
Challenge of training	66	65	56	74	54	55	55	62
Promotion opportunities	58	64	63	47	60	62	62	61
Extra money	60	58	50	35	52	51	49	55
Travel opportunities	47	52	62	43	62	63	43	53
Monetary need	56	52	46	29	49	45	42	51
Savings for future	48	47	42	26	47	45	41	46
Educational benefits	45	47	37	50	39	38	27	43
Opportunity to use equipment	47	40	37	48	37	35	33	41
Training for civilian job	36	37	29	27	40	34	28	35

Source. Question 30

Table 5-3 shows that military technicians were more likely than members of drilling units and IMAs to cite financial reasons for staying in the Reserves. Fifty-eight percent of military technicians indicated that future savings associated with money earned from the Reserves made a *major* or *moderate contribution* to their decision to stay, compared with 45 percent of unit members and 34 percent of IMAs. Sixty-two percent of military technicians reported that monetary need contributed at least moderately to their most recent retention decision, whereas only 51 percent of unit members and 30 percent of IMAs responded similarly. The majority of IMAs are officers in pay grades O3 and above; therefore, one would expect that they might not be as dependent on Reserve pay as are other Reservists.

Unit members (45%) were more likely than military technicians (30%) and IMAs (23%) to cite educational benefits as a reason to stay. This can probably be attributed to differences in educational attainment that exist between IMAs, military technicians, and unit members. As reported in Chapter 2, IMAs have a higher level of education than do military technicians and unit members. In addition, military technicians may have other civil service educational benefits. Therefore, Reserve educational benefits were more important to unit members. Across Reserve status, military technicians were more likely to cite credit toward retirement as a reason for staying in the Reserves also. Ninety-three percent of military technicians cited retirement credit, compared with 74 percent of unit members and 84 percent of IMAs.

Reserve billets filled by IMAs differ from those filled by unit members and military technicians. IMAs do not serve as members of drilling units, but most often serve in specialized jobs in support of a staff. This condition of service probably contributes to lower proportions of IMAs citing opportunity to use equipment (24%), people in their unit (49%), and challenge of training (50%) as reasons for staying in the Reserves.

Table 5-3
Reasons That Made a Major or Moderate Contribution to Members' Decision to Stay in the Reserves by Reserve Status

Reasons Cited for Staying in the Reserves	Reserve Status			Total Percent
	Unit Members	IMAs	Military Technicians	
	Percent	Percent	Percent	
Serving in the country	89	91	91	89
Pride in accomplishments	80	79	85	80
Credit toward retirement	74	84	93	76
People in the unit	69	49	71	68
Enjoyment of Reserves	67	70	71	67
Challenge of training	63	50	54	62
Promotion opportunities	60	64	63	61
Extra money	56	35	58	55
Travel opportunities	54	48	51	53
Monetary need	51	30	62	51
Savings for future	45	34	58	46
Educational benefits	45	23	30	43
Opportunity to use equipment	42	24	37	41
Training for civilian job	35	20	44	35

Source. Question 30

Reenlistment likelihood. Reservists are under contract or obligation to serve in the Reserves for a specified period of time. When the contract is fulfilled, Reservists must decide if they will continue to participate in the Reserves or leave. Question 23 from the 1992 Reserve Components Survey of Enlisted Personnel and Question 22 from the 1992 Reserve Components Survey of Officers inquired about the likelihood of Reservists' continuance of service.

How likely are you to REENLIST OR EXTEND at the end of your current term of service? Assume that all special pays which you currently receive are still available. Mark one.

At the completion of your obligation or term of service, how likely are you to continue to participate in the Selected Reserve of the Guard/Reserve?

Both questions had the following response categories:

- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain

Table 5-4 shows that 29 percent of all Reservists were *certain* that they would remain in the Reserves at the completion of their terms of enlistment or obligation. In contrast, about one half as many Reservists (15%) reported that there was *no chance* they would stay. Slightly more than one half (52%) indicated that their likelihood of remaining in the Reserves was at least *probable*.

Table 5-4 also shows that among enlisted Reservists the likelihood of reenlistment was highest for those in pay grade groups E5-E6 and E7-E9. Over 60 percent of E5-E9 Reservists indicated that their next reenlistment was at least *probable*, compared with 37 percent of E1-E4 Reservists. Retention likelihood for officers under a current obligation was about as high as the likelihood for senior enlisted Reservists. Retention likelihood among senior enlisted Reservists and senior officers must also be considered in relation to retirement. For example, 17 percent of E7-E9 Reservists and 13 percent of senior officers (O4+) reported that there was *no chance* of them staying in the Reserves after their current obligation. These individuals may be approaching retirement, which would not be considered "negative" with respect to retention. Among junior enlisted members, 28 percent believed there was *no chance* or only a *very slight possibility* that they would stay.

Possible responses to the retention likelihood question were also characterized in numerical terms, where *no chance* equated to 0 out of 10 and *certain* equated to 10 out of 10. Table 5-4 displays the mean (on a scale from 0 to 10) for each pay grade group. Officers were more likely than enlisted members to continue to participate in the Reserves at the completion of their current term of service (odds of 6.8 in 10 vs. 5.9 in 10).

Table 5-4

Likelihood of Reservists' Reenlistment/Retention by Pay Grade Group

Likelihood of Reenlistment	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
No chance	19	10	17	15	7	13	8	15
Very slight possibility	9	5	7	7	6	5	6	7
Slight possibility	6	3	3	4	4	2	3	4
Some possibility	8	5	4	6	5	6	6	6
Fair possibility	5	4	2	4	5	3	5	4
Fairly good possibility	7	5	3	6	4	6	4	6
Good possibility	8	7	4	7	7	5	6	7
Probable	6	6	4	6	6	6	6	6
Very probable	6	7	4	6	8	6	8	6
Almost sure	9	12	9	11	13	10	13	11
Certain	16	37	43	29	35	37	36	29
Mean	4.9	6.8	6.5	5.9	6.9	6.6	6.8	6.0

Note. Percentages exclude officers who did not have a current obligation when surveyed.

Source. Question 23 (enlisted survey) and Question 22 (officer survey)

Table 5-5 presents retention likelihood by Reserve Component. Relative to other Reservists, USMCR members were least likely to plan on staying in the Reserves. Only 22 percent of USMCR members reported they were *almost sure* or *certain* that they would reenlist after their current term was completed, compared with 40 percent of all Reservists. In contrast, members from the ANG (56%), USAFR (49%), and USCGR (52%) were *almost sure* or *certain* that they would reenlist.

Table 5-5

Likelihood of Reservists' Reenlistment/Retention by Reserve Component

Likelihood of Reenlistment	Reserve Component							Total Percent
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
No chance	15	15	19	27	8	9	11	15
Very slight possibility	7	8	7	9	4	5	5	7
Slight possibility	5	5	3	6	3	3	2	4
Some possibility	6	6	4	10	4	4	3	6
Fair possibility	5	4	3	5	3	4	3	4
Fairly good possibility	6	6	4	6	4	5	5	6
Good possibility	8	7	5	6	5	7	6	7
Probable	6	6	5	4	5	6	6	6
Very probable	5	7	5	5	7	8	6	6
Almost sure	10	10	10	6	12	14	13	11
Certain	26	25	35	16	44	35	39	29
Mean	5.7	5.7	6.0	4.2	7.3	6.9	7.0	6.0

Note. Percentages exclude officers who did not have a current obligation when surveyed.

Source. Question 23 (enlisted survey) and Question 22 (officer survey)

Retirement likelihood. If qualified, Reserve members may have the opportunity to participate in the Reserves until they are eligible for retirement. Question 25 asked members how likely they were to stay until retirement.

How likely are you to stay in the Guard/Reserve until qualified for retirement? Assume that all special pays which you currently receive are still available. Mark one.

- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain

Over one half (52%) of all Reservists were *almost sure* or *certain* that they would stay in the Reserves until they qualified for retirement. Table 5-6 shows that junior enlisted Reservists were least likely to believe they would stay that long, perhaps because they were furthest from retirement eligibility. Only 23 percent of E1-E4s were *almost sure* or *certain* they would stay until retirement. As expected, likelihood increased as pay grade group (and thus, time in service) increased among both enlisted personnel and officers. Similar proportions of senior enlisted Reservists and senior officers were *almost sure* or *certain* that they would stay until retirement (86% and 84%, respectively). Overall, officers were more likely than enlisted personnel to remain until retirement (odds of 8.5 in 10 vs. 6.6 in 10).

Table 5-6
Likelihood of Reservists' Service Until Retirement by Pay Grade Group

Likelihood of Service Until Retirement	Pay Grade Group							. Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
No chance	22	6	2	12	4	1	3	10
Very slight possibility	11	3	1	6	4	1	2	6
Slight possibility	6	2	1	4	2	1	2	3
Some possibility	7	3	1	4	3	1	2	4
Fair possibility	5	3	1	3	3	1	2	3
Fairly good possibility	7	4	1	5	4	1	3	4
Good possibility	7	6	2	6	6	2	4	5
Probable	6	6	2	5	7	3	5	5
Very probable	6	7	3	6	10	5	7	6
Almost sure	8	13	8	10	14	11	13	11
Certain	15	47	78	38	44	73	59	41
Mean	4.5	7.7	9.2	6.6	7.8	9.2	8.5	6.9

Source. Question 25

Reasons for leaving the Reserves. Life circumstances often cause Reservists to leave Reserve duty for various reasons. Question 24 asked Reservists to identify their most important reasons.

Below are some reasons people have for DECIDING TO LEAVE the National Guard/Reserve. If you decide to leave the Guard/Reserve at the end of your current term, which of these would be your most important reason for leaving? Which would be your second most important reason for leaving? (Mark one reason under each column.)

- ***I am not eligible to reenlist***
- ***I am moving to another area***
- ***It is too hard to get to my Guard/Reserve unit***
- ***I need the time for my education***
- ***My unit drills conflict with my civilian job***
- ***My unit drills conflict with my family activities***
- ***I want more leisure time***
- ***I don't like my unit training***
- ***My unit doesn't have modern equipment for training***
- ***I'm bored with unit activities***
- ***The pay is too low***
- ***The promotions are too slow***
- ***I've had too many problems getting paid***
- ***Problems caused by mobilization/activation/deployment***

Along with reasons for staying, reasons for leaving the Reserves can help understand Reserve retention. Reservists most often cited ineligibility to reenlist as the most important reason to leave at the end of their current enlistments/obligations. Table 5-7 shows that E7-E9 and E5-E6 Reservists were most likely to cite this reason as most important (37% and 21%, respectively). Junior enlisted Reservists most often cited slow promotions (18%) and conflicts with civilian jobs (14%) as the most important reason for leaving. Likewise, 17 percent of officers also mentioned conflicts with civilian jobs as the most important reason for leaving the Reserves. The most common reason officers cited was that unit drills conflicted with their family activities (21%). Pay-related problems ranked low across all pay grade groups. Three percent of all Reservists cited low pay as the most important reason, and only 1 percent indicated that problems getting paid was the most important reason for leaving.

The largest differences between enlisted personnel and officers in their reasons for leaving the Reserves were slow promotions and conflicts with family. Seventeen percent of enlisted members considered slow promotions as the most important reason for leaving, compared with only 5 percent of officers. As discussed in Chapter 2, the higher percentage of Reserve officers citing family conflicts could be related to the fact that officers were more likely than enlisted Reservists to be married.

Table 5-7

Most Important Reasons Members Cited for Leaving the Reserves by Pay Grade Group

Most Important Reasons for Leaving	Pay Grade Group							Total
	Enlisted Personnel				Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Ineligibility to reenlist	9	21	37	18	12	20	16	18
Slow promotions	18	19	8	17	6	5	5	15
Conflicts with civilian job	14	13	11	13	19	15	17	14
Conflicts with family	10	12	14	11	21	21	21	13
Moving to another area	7	6	4	6	10	7	8	7
Wanted more leisure time	5	5	10	6	7	12	10	6
Needed time for education	10	3	1	6	4	1	3	5
Boredom with activities	7	5	3	5	4	4	4	5
Disliked unit's training	6	4	3	4	4	2	3	4
Lack of modern equipment	4	3	3	3	3	1	2	3
Pay was too low	4	3	2	3	2	2	2	3
Difficulty reaching unit	3	2	2	3	4	5	4	3
Problems with mobilization/deployment	2	2	2	2	3	4	3	2
Problems getting paid	2	1	1	1	1	1	1	1

Source. Question 24

The most important reasons for leaving the Reserves are presented by Reserve Component in Table 5-8. Once again, the USMCR differed from other Components. Fewer USMCR members (14%) cited ineligibility to reenlist as the most important reason for leaving, compared with 18 percent of all Reservists. A smaller proportion of USMCR members (8%) also cited slow promotions as a reason for leaving. Thus, it seems that USMCR members were relatively satisfied with manpower controls associated with their Reserve duty. On the other hand, a higher percentage of USMCR members considered conflicts between their civilian job and Reserve duty as the most important reason for leaving (20% vs. 14% of all Reservists). Twenty percent of USMCR members cited this conflict as most important, compared with 14 percent of all Reservists. USMCR members also placed a higher priority on furthering their education than did other Reservists (11% vs. 5%).

Table 5-8***Most Important Reasons Members Cited for Leaving the Reserves by Reserve Component***

Most Important Reasons for Leaving	Reserve Component							Total Percent
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Ineligibility to reenlist	17	17	21	14	23	16	21	18
Slow promotions	16	14	12	8	18	19	10	15
Conflicts with civilian job	15	13	13	20	11	13	14	14
Conflicts with family	13	13	15	12	12	13	17	13
Moving to another area	6	6	4	5	11	8	4	7
Wanted more leisure time	7	7	4	5	6	6	6	6
Needed time for education	4	6	6	11	3	3	4	5
Boredom with activities	5	5	6	7	3	5	6	5
Disliked unit's training	4	5	4	5	3	4	6	4
Lack of modern equipment	4	3	4	2	2	1	2	3
Pay was too low	3	3	3	4	4	4	2	3
Difficulty reaching unit	2	3	4	4	2	4	4	3
Problems with mobilization/deployment	2	3	2	3	3	3	2	2
Problems getting paid	1	2	1	0	1	1	3	1

Source. Question 24

Summary. Reservists most often cited the opportunity to serve their country and pride in their accomplishments as reasons that contributed to their decision to stay in the Reserves. Reasons that were least cited included more tangible features such as educational benefits, opportunity to use military equipment, and training that would allow them to get a civilian job. Findings for reasons for staying also varied by Reserve status. Military technicians were more likely to cite financial reasons for staying in the Reserves. In contrast, ineligibility to reenlist was the most important reason for leaving expressed by Reservists. The most important reason cited among officers was conflict between Reserve duty and family obligations.

Promotion Opportunities and Career Aspirations

Military service often attracts men and women who are looking for opportunities to lead others in the pursuit of a goal. This leadership opportunity implies that some will be leaders and others will be followers. Leaders achieve superior status by being promoted up the ranks within the military. This section analyzes Reservists' satisfaction with both promotion and leadership opportunities that they have experienced in their units. In addition, findings are presented on pay grades that officers expect to obtain before leaving the Reserves.

Promotion and leadership opportunities. Questions 60 and 61 from the 1992 *Reserve Components Surveys* measured Reservists' satisfaction with promotion and leadership opportunities.

How satisfied are you with the opportunities you have for promotion in your unit?

How satisfied are you with your opportunities for leadership in your unit?

The response options for both questions varied from 1 (*very dissatisfied*) to 7 (*very satisfied*).

Reservists were also asked about their satisfaction with promotion and leadership opportunities in their unit. Table 5-9 presents data on satisfaction with promotion opportunities, and Table 5-10 presents data for leadership opportunities. Both tables combine responses obtained from the 7-point scale into three groups that included 1-2 (dissatisfied), 3-5 (neutral), and 6-7 (satisfied).

Table 5-9 shows that only 24 percent of Reservists were satisfied with their promotion opportunities, and satisfaction varied between officers and enlisted members. Whereas only 20 percent of enlisted Reservists indicated satisfaction with promotion opportunities, 42 percent of officers expressed satisfaction. Satisfaction also increased with pay grade group as one would expect. Although only 15 percent of E1-E4s were satisfied with promotion opportunities, 46 percent of senior officers were satisfied.

USCGR members (29%) appeared most satisfied with promotion opportunities, whereas members of the ARNG (22%) and the USAFR (21%) were least satisfied. There was no variance in satisfaction among the four other Components (25%).

Table 5-9

Members' Satisfaction with Promotion Opportunities in the Reserves

Pay Grade Group and Reserve Component	Satisfaction Scale			Mean
	Dissatisfied	Neutral	Satisfied	
	Percent	Percent	Percent	
Pay Grade Group				
All Enlisted	38	42	20	3.5
E1-E4	42	43	15	3.2
E5-E6	39	41	20	3.5
E7-E9	24	37	39	4.4
All Officers	15	42	42	4.7
O1-O3	15	47	38	4.7
O4+	16	37	46	4.8
Reserve Component				
ARNG	36	41	22	3.6
USAR	34	41	25	3.8
USNR	32	43	25	3.8
USMCR	30	45	25	3.9
ANG	34	42	25	3.7
USAFR	39	40	21	3.5
USCGR	26	45	29	4.1
Total	35	41	24	3.7

Note. Response options from the 7-point scale are combined into three groups: 1-2 (dissatisfied), 3-5 (neutral), and 6-7 (satisfied).

Source. Question 60

Reservists were more satisfied with leadership opportunities in their unit than with the previously cited promotion opportunities. Table 5-10 shows that 37 percent of Reservists were satisfied with leadership opportunities, and satisfaction was higher among officers (55%) than enlisted members (32%). Similar to promotion opportunity, satisfaction with leadership opportunities also increased as pay grade group increased. Satisfaction ranged from 20 percent of E1-E4s to 63 percent of E7-E9s among enlisted Reservists and from 49 percent of O1-O3s to 60 percent of senior officers.

USNR and USCGR members expressed the highest levels of satisfaction with leadership opportunities. Forty-one percent of members in these two Components were satisfied with leadership opportunities, and only 13 percent of USCGR members were dissatisfied. Satisfaction was lowest among the USMCR and the USAFR where one third were satisfied with opportunities in their unit (32% and 33%, respectively).

Table 5-10

Members' Satisfaction with Leadership Opportunities in the Reserves

Pay Grade Group and Reserve Component	Satisfaction Scale			Mean
	Dissatisfied	Neutral	Satisfied	
	Percent	Percent	Percent	
Pay Grade Group				
All Enlisted	20	48	32	4.4
E1-E4	26	54	20	3.8
E5-E6	17	47	35	4.5
E7-E9	9	29	63	5.5
All Officers	10	36	55	5.3
O1-O3	10	40	49	5.1
O4+	9	31	60	5.4
Reserve Component				
ARNG	19	46	36	4.4
USAR	18	46	37	4.5
USNR	16	43	41	4.7
USMCR	17	50	32	4.4
ANG	17	45	36	4.5
USAFR	19	48	33	4.4
USCGR	13	46	41	4.8
Total	18	46	37	4.5

Note. Response options from the 7-point scale are combined into three groups: 1-2 (dissatisfied), 3-5 (neutral), and 6-7 (satisfied).

Source. Question 61

Expected final pay grade. Military members can often estimate the pay grade that they will have earned when they separate or retire from Reserve duty based on their current pay grade, promotion opportunities, and remaining years of service. Question 23 of the officers' survey asked officers to determine the final pay grade that they expected to have when they finally leave the Reserves.

When you finally leave the Guard/Reserve, what pay grade do you think you will have? Mark one.

- O-1
- O-2
- O-3
- O-4
- O-5
- O-6
- O-7 or above
- W-1
- W-2
- W-3
- W-4
- W-5

Most officers (78%) in the Reserves expected to achieve a final pay grade higher than their current pay grades. Table 5-11 shows that W1-W3s and O1-O3s were most likely to expect to leave the Reserves at a higher pay grade (92% and 91%, respectively), and W4+ warrant officers were least likely to expect any future promotions (28%). This finding is consistent with the fact that promotion opportunity decreases as pay grade increases within the pyramidal structure of the military. In addition, junior

commissioned officers expected the most upward mobility. Thirty-eight percent expected to leave at two pay grades higher than their current pay grade, and 30 percent expected at least three more promotions.

Few warrant officers expected to finish their Reserve careers as commissioned officers. Four percent of W1-W3 Reservists and 1 percent of W4+ Reservists expected to be commissioned officers when they leave the Reserves.

Table 5-11
Expected Final Pay Grade of Reserve Officers by Pay Grade Group

Expected Final Pay Grade	Pay Grade Group				Total
	W1-W3	W4+	O1-O3	O4+	
	Percent	Percent	Percent	Percent	Percent
Same as current	8	72	9	34	22
1 higher	45	27	23	53	39
2 higher	33	0	38	14	24
3+ higher	14	1	30	0	15
Total	100	100	100	100	100
Commissioned Officer (O1+)	4	1	100	100	N/A

Note. Percentages exclude enlisted Reservists.

Source. Question 23

Members of the ARNG, the USCGR, and the USMCR were more likely than members of other Reserve Components to expect a final pay grade higher than their current pay grade. Table 5-12 shows that 84 percent of ARNG members and 81 percent of USMCR members expected a higher pay grade. Eighty-six percent of commissioned officers in the ARNG expected a higher final pay grade. Greater than 9 out of 10 USMCR warrant officers expected to leave the Reserves at a higher pay grade. USAR and USNR members had the lowest expectations of a higher final pay grade (74% and 75%, respectively).

Table 5-12
Percentage of Reserve Officers Expecting a Higher Final Pay Grade by Reserve Component

Officer Status	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Warrant officers	74	69	64	91	N/A	N/A	62	72
Commissioned officers	86	75	75	79	78	78	83	78
Total	84	74	75	81	78	78	80	78

Note. Percentages exclude enlisted Reservists.

Source. Question 23

Summary. Overall, Reservists were much more satisfied with their leadership opportunities than with promotion opportunities in their units. Satisfaction was higher among officers than enlisted members, and satisfaction increased as pay grade group increased. Overall, satisfaction for both promotion and leadership opportunities was highest for USCGR members and lowest for USAFR members. Most officers also expected to leave the Reserves at a higher pay grade than their current pay grade. Highest

expectations were expressed by junior officers; 68 percent of O1-O3s expected at least two more promotions before leaving the Reserves.

Reservists' Current Term of Enlistment and Obligation to Serve

Service in the Reserve Component is managed using enlistment contracts and service obligations. All Reservists are currently obligated to serve in the military for 8 years. Once this initial obligation is met, Reservists may request to continue service if they desire and if they are qualified. This section presents findings that pertain to service obligations and enlistment contracts for both enlisted personnel and officers.

Most recent or initial obligation to serve. Although basic service obligations are the same for enlisted personnel and officers, military service is managed using different administrative controls for each group. Question 19 from the *1992 Reserve Components Survey of Enlisted Personnel* inquired about remaining service on the current enlistment contract among enlisted Reservists.

At the time of your enlistment or your most recent reenlistment (or extension) in the Guard/Reserve, how many years of Selected Reserve service did you sign up for? Mark one.

- *No set number of years*
- *1 year or less*
- *2 years*
- *3 years*
- *4 years*
- *5 years*
- *6 years*
- *7 years*
- *8 years*
- *Don't know*

Table 5-13 presents findings on years of service at enlistment or most recent reenlistment. Because these are two different events, respondents may have considered the initial enlistment occasion, whereas others considered their most recent reenlistment when they responded. In addition, there may also be confusion between total obligated service (statutory obligation) and current term of enlistment. Prior to 1984, the statutory obligation incurred by all military members was 6 years. After 1984, this obligation increased to 8 years. All military members incur this obligation in which years of service can be divided between active duty and/or Reserve duty. That is, obligated years may be served entirely on active duty, entirely on Reserve duty, or split between the two. The results suggest that there was different consideration of obligated service and current term of enlistment.

Among enlisted Reservists, 55 percent responded 6 years and 13 percent responded 8 years. Among E1-E4s, 26 percent responded 8 years. These results suggest that the respondents were answering based on their statutory obligation. On the other hand, 12 percent of all Reservists responded 3 years, which most likely refers to their current enlistment contract. Although it is difficult to analyze results of this question because it referred to two different events, the corresponding officer question provided less ambiguous findings.

Table 5-13

Service Obligation Among Enlisted Reservists by Pay Grade Group

Initial Enlistment/Reenlistment	Pay Grade Group			Total
	E1-E4	E5-E6	E7-E9	
	Percent	Percent	Percent	Percent
No obligation	3	1	1	2
1 year or less	3	3	1	3
2 years	4	5	3	4
3 years	8	16	14	12
4 years	5	6	5	5
5 years	2	2	1	2
6 years	44	61	72	55
7 years	0	0	0	0
8 years	26	5	1	13
Don't know	5	2	1	3
Total	100	101	99	99

Note. Percentages do not sum to 100 due to rounding.

Source. Question 19 (enlisted survey)

Original obligation. Question 19 from the 1992 Reserve Components Survey of Officers asked officers about the number of years they were obligated to serve when they first entered the Reserves.

When you originally became a member of the Guard/Reserve, how many years were you obligated to serve? Mark one.

- *No original obligation*
- *1 year or less*
- *2 years*
- *3 years*
- *4 years*
- *5 years*
- *6 years*
- *7 years*
- *8 years*
- *Don't know*

Table 5-14 presents initial service obligation among officers by pay grade group. The question asked about obligated service when the respondent originally joined the Reserves. Therefore, the question refers to the statutory obligation described earlier. Thirty-six percent of officers (24% of O1-O3s and 47% of O4+s) indicated that they had no obligation, which would be true for officers who fulfilled their statutory obligation on active duty and then entered the Reserves. In fact, senior O3 officers and officers in pay grade O4+ should have no remaining obligation based on their time in service. Keep in mind, however, that the question refers to original entry in the Reserves, so pay grade may be lower than the current pay grade when surveyed. Thirty-two percent of O1-O3s and 24 percent of O4+ answered 6 years, whereas 17 percent of O1-O3s and 5 percent of O4+ answered 8 years. On the other hand, 21 percent of all officers indicated that their obligation was between 1 and 5 years when they originally became a Reserve member. Those responses most likely refer to the number of years that remained on their statutory obligation because most officers do not have any other service commitment.

Table 5-14
Service Obligation of Reserve Officers by Pay Grade Group

Initial Obligation	Pay Grade Group		Total
	O1-O3	O4+	
	Percent	Percent	Percent
No obligation	24	47	36
1 year or less	5	2	4
2 years	4	5	4
3 years	6	6	6
4 years	6	6	6
5 years	1	1	1
6 years	32	24	28
7 years	1	0	1
8 years	17	5	11
Don't know	3	4	4
Total	99	100	101

Note. Percentages do not sum to 100 due to rounding.

Source. Question 19 (officer survey)

Current officer obligations. Question 20 of the officer survey asked Reserve officers if they had any remaining service on their initial obligation. This obligation may have been 6 or 8 years originally, depending on when they entered military service.

Do you have a current obligation or term of service?

- *Yes*
- *No*

Table 5-15 presents the percentage of officers with a current obligation. Nearly 85 percent of Reserve officers did not have a current obligation. Junior officers (O1-O3) were much more likely than senior officers (O4+s) to have a current service obligation (27% vs. 4%). Again, if current obligation refers to the number of years remaining on the statutory obligation, these results are consistent with expectations. Differences by Reserve Component and Reserve status should therefore be related to respondents' time in service, and thus, pay grade. One would not expect a high percentage of IMAs to have a current obligation because a large majority of IMAs are senior enlisted Reservists or senior officers (as was shown in Chapter 2, Table 2-13). In fact, only 7 percent of military technicians and 8 percent of IMAs had a current obligation compared with 17 percent of unit members. However, this expected relationship between time in service (pay grade) and current obligation is not supported by the results found for the Reserve Components.

Table 5-15

Percentage of Reserve Officers with Current Service Obligation by Pay Grade Group, Reserve Component, and Reserve Status

Pay Grade Group, Reserve Component, and Reserve Status	Current Obligation	
	Yes	No
	Percent	Percent
Pay Grade Group		
All Officers	15	85
O1-O3	27	73
O4+	4	96
Reserve Component		
ARNG	16	84
USAR	17	83
USNR	13	87
USMCR	9	91
ANG	19	81
USAFR	13	87
USCGR	4	96
Reserve Status		
Unit members	17	83
Military technicians	7	93
IMAs	8	92

Source. Question 20 (officer survey)

Only 4 percent of USCGR officers and 9 percent of USMCR officers were currently under obligation. ANG, USAR, and ARNG officers were most likely to be under a current obligation. This variation across Reserve Components could not, however, be explained by differences in pay grade group, which are summarized in Table 5-16. The proportion of O1-O3s among all USCGR officers was slightly higher than the average for all Reserve officers (56% vs. 50%), whereas the proportion of junior officers in the USMCR was lower than average (43%). Likewise, the ANG had a lower-than-average proportion of junior officers (45%) but, as was shown in Table 5-15, also had the highest proportion of officers under obligation (19%). Therefore, differences between Components may be a result of differences between the percentage of members who have prior active-duty service or prior enlisted service.

Table 5-16

Officer Pay Grade Groups by Reserve Component

Reserve Component	Pay Grade Group	
	O1-O3	O4+
	Percent	Percent
All Officers	50	50
ARNG	70	30
USAR	45	55
USNR	37	63
USMCR	43	57
ANG	45	55
USAFR	43	57
USCGR	56	44

Source. Question 4

Summary. Of all Reserve officers, 85 percent did not have a current obligation to serve. As expected, junior officers were more likely than senior officers to have a remaining obligation. Obligation also varied by Reserve status. A smaller percentage of military technicians (7%) and IMAs (8%) had obligations compared with unit members (17%). Members of the USCGR and the USMCR were least likely to have a current obligation among the various Components.

Impact of Force Reductions

The end of the Cold War in 1991 brought about the downsizing of American military forces. This downsizing included reductions-in-force, base realignments and closures, and modifications of Service roles. Question 27 asked Reservists how concerned they were with continued talks of reductions in the Reserve force.

How concerned are you about the following as a result of current talk about force reductions in the Guard/Reserve? Mark one for each item.

A. Your long-term opportunities in the Guard/Reserve

B. The financial burden on you and/or your family should you have to leave the Guard/Reserve unexpectedly

C. Impact of my unit closing on my community

Response options were:

- ***Very greatly concerned***
- ***Greatly concerned***
- ***Moderately concerned***
- ***Somewhat concerned***
- ***Not at all concerned***

As shown in Table 5-17, more than one half (54%) of all Reservists were *very greatly concerned* or *greatly concerned* about the impact of force reductions on their long-term Reserves opportunities. Senior enlisted members (E5-E6s and E7-E9s) and junior officers (O1-O3) were most likely to express this level of concern; over 60 percent of Reservists in each of these groups was at least *greatly concerned*. In contrast, only one third of all Reservists were *very greatly concerned* or *greatly concerned* with either the financial strain should they have to leave the Reserves or the impact on their communities if their units closed.

This concern of force reductions also varied somewhat by Reserve Component. For all three impact issues, members of the USMCR expressed the least concern. Although 63 percent of USCGR members were *very greatly* or *greatly concerned* about reductions that would affect their career opportunities in the Reserves, only 36 percent of USMCR members expressed the same level of concern. Likewise, only 14 percent of USMCR members were at least *greatly concerned* about financial burden implications, whereas 40 percent of ANG members were as concerned. ARNG and ANG Reservists showed the highest levels of concern regarding the impact of a unit closing on their community. This may be explained by the close relationships that are developed when ARNG and ANG members provide assistance and relief to the community when situations require them.

Table 5-17
Reservists' Concern About Effects of Force Reductions by Pay Grade Group, Reserve Component, and Reserve Status

Pay Grade Group, Reserve Component, and Reserve Status	Long-Term Opportunities	Financial Burden	Impact on Community
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	54	33	36
E1-E4	42	28	31
E5-E6	62	37	39
E7-E9	62	39	42
All Officers	57	32	27
O1-O3	60	32	28
O4+	53	31	26
Reserve Component			
ARNG	54	37	42
USAR	52	30	30
USNR	59	30	25
USMCR	36	14	21
ANG	58	40	42
USAFR	58	30	30
USCGR	63	27	27
Reserve Status			
Unit members	53	31	34
IMAs	51	18	17
Military technicians	71	69	54
Total	54	33	34

Source. Question 27

Table 5-17 also shows that military technicians were much more concerned about all three force-reduction issues than were unit members and IMAs. This is understandable because military technicians also support Reserve units as full-time civilian employees. Thus, if force reductions were to eliminate the Reserve unit, the military technician would need to seek other employment. Among military technicians, 71 percent were *very greatly* or *greatly concerned* with long-term opportunities in the Reserves, compared with 53 percent of unit members and 51 percent of IMAs. Although 69 percent of military technicians were *very greatly* or *greatly concerned* about the financial strain of leaving the Reserves, only 31 percent of unit members and 18 percent of IMAs were equally concerned. Finally, more than one half of military technicians (54%) were at least *greatly concerned* about the impact on their communities due to the unit closing. This compares with 34 percent of unit members and 17 percent of IMAs who shared the same level of concern.

Satisfaction with Reserve Service

There are many features of the Reserves that are attractive to its members. This section examines how Reservists rated their satisfaction with various features such as pay and allowances, commissary privileges, exchange privileges, retirement benefits, and educational opportunities.

Satisfaction with pay and benefits. Question 145 asked Reservists how satisfied they were with the pay and benefits they received in relation to the time that they spent on Reserve activities.

Overall, how satisfied are you with the pay and benefits you receive for the amount of time you spend on Guard/Reserve activities?

Reservists ranked their satisfaction with the pay and benefits received for the amount of time spent on Reserve activities. Possible scores ranged from 1 (*very dissatisfied*) to 7 (*very satisfied*) and results were grouped into the three categories described earlier. Table 5-18 shows that the average Reservist reported a satisfaction level of 4.5 for pay and benefits on the 1-7 scale. Satisfaction levels rose as pay grade group increased among enlisted members and officers. The mean satisfaction level was higher for officers than for enlisted Reservists (5.0 vs. 4.4). Except for the USMCR, satisfaction with Reserve pay and benefits was relatively consistent across Reserve Components. Only 23 percent of USMCR members expressed satisfaction with pay and benefits, compared with other Component members whose satisfaction levels ranged from 30-38 percent.

Table 5-18

Members' Satisfaction Level with Reserve Pay and Benefits by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Satisfaction Scale			Mean
	Dissatisfied	Neutral	Satisfied	
	Percent	Percent	Percent	
Pay Grade Group				
All Enlisted	14	57	29	4.4
E1-E4	17	60	23	4.2
E5-E6	11	57	32	4.6
E7-E9	11	48	41	4.8
All Officers	10	44	46	5.0
O1-O3	9	49	42	4.9
O4+	11	39	50	5.0
Reserve Component				
ARNG	14	55	31	4.5
USAR	13	57	30	4.5
USNR	12	54	34	4.6
USMCR	20	57	23	4.1
ANG	11	51	38	4.7
USAFR	12	55	33	4.6
USCGR	11	54	35	4.6
Total	14	54	32	4.5

Note. Response options from the 7-point scale are combined into three groups: 1-2 (dissatisfied), 3-5 (neutral), and 6-7 (satisfied).

Source. Question 145

Overall satisfaction. Reserve members were asked to rate their overall satisfaction with their Reserve participation in Question 146.

Overall, how satisfied are you with your participation in the Guard/Reserve?

Reservists were also asked to rate their overall satisfaction with their Reserve participation on the 7-point scale. As shown in Table 5-19, 48 percent of Reservists were satisfied, compared with 9 percent who were dissatisfied. Similar to satisfaction with pay and benefits, overall satisfaction increased as pay grade group increased. Satisfaction levels were highest for E7-E9s (63%) and O4+s (61%). The average satisfaction level did not vary a great deal across Reserve Components, except ANG members were more satisfied than Reservists in other Components (57%).

Table 5-19

Members' Overall Satisfaction Level with Participation in the Reserves by Pay Grade Group and Reserve Status

Pay Grade Group and Reserve Component	Satisfaction Scale			Mean
	Dissatisfied	Neutral	Satisfied	
	Percent	Percent	Percent	
Pay Grade Group				
All Enlisted	9	45	46	5.0
E1-E4	11	54	35	4.7
E5-E6	7	43	50	5.2
E7-E9	7	30	63	5.5
All Officers	8	35	57	5.3
O1-O3	8	38	54	5.2
O4+	9	30	61	5.4
Reserve Component				
ARNG	9	44	47	5.1
USAR	9	46	45	5.0
USNR	10	43	47	5.0
USMCR	10	44	46	5.0
ANG	7	36	57	5.4
USAFR	8	42	50	5.2
USCGR	10	40	50	5.1
Total	9	43	48	5.1

Note. Response options from the 7-point scale are combined into three groups: 1-2 (*dissatisfied*), 3-5 (*neutral*), and 6-7 (*satisfied*).

Source. Question 146

Summary. Satisfaction with pay and benefits increased as pay grade group increased among both enlisted personnel and officers. This finding was similar to findings for overall satisfaction with Reserve participation. Relative to other Reservists, members of the USMCR were less satisfied with their pay and benefits.

Chapter Summary

The most commonly cited reason that made a major or moderate contribution to Reservists' most recent retention/reenlistment decisions was the opportunity to serve the country. Nearly 90 percent of Reservists indicated that this factor made at least a moderate contribution. Other frequently cited influences included pride in accomplishments and earning credit toward retirement. Reservists least often cited training for a civilian job, the opportunity to use military equipment, and educational benefits. Junior enlisted Reservists were more likely to indicate that educational benefits influenced their most recent reenlistment decision, and senior enlisted Reservists and officers were most likely to identify retirement credit as a major or moderate contributor. IMAs were least likely to cite money-related factors as major or moderate contributors, whereas military technicians were most likely to identify such reasons.

Nearly 30 percent of all Reservists were certain they would remain in the Reserves when their terms of enlistment or current obligations expired. About one half as many said there was no chance they would remain. Reenlistment/retention likelihoods were highest for senior enlisted Reservists and ANG,

USAFR, and USCGR members. Junior enlisted Reservists and members of the USMCR were least likely to plan to stay.

Over one half of all Reservists were almost sure or certain that they would stay in the Reserves until they qualified for retirement. Retirement intentions were lowest among junior enlisted Reservists and highest for E7-E9 and O4+ Reservists, as one would expect because pay grade is correlated with time in service.

The most frequently cited factor (especially among E5-E9 Reservists) in deciding to leave the Reserves was ineligibility to reenlist. E1-E4 Reservists, however, most often indicated slow promotions as the most important reason for leaving. Officers were most likely to cite conflicts between unit drills and their family activities as reasons for leaving.

Reservists were more satisfied with leadership opportunities in their Reserve units than they were with promotion opportunities. Nearly 37 percent of Reservists were satisfied with leadership opportunities, but only 24 percent were satisfied with promotion opportunities. Satisfaction with both promotion and leadership opportunities tended to rise with pay grade group. Most officers expected to finish their Reserve careers in a higher pay grade than their current grade. Junior officers expected the most upward mobility, but only 28 percent of W4+ warrant officers expected to leave at a higher pay grade.

The most common length of enlistment (enlisted Reservists) or initial obligation to serve (officers) was 6 years. Only 27 percent of O1-O3 officers and 4 percent of O4+ officers were under obligation.

Fifty-four percent of Reservists were greatly or very greatly concerned with the impact of force reductions on their long-term opportunities in the Reserves. Concern was highest among E5-E9 and O1-O3 Reservists. Reservists were less concerned about the impact of force reductions on their communities if their units closed and about any financial strain if they had to leave the Reserves—about one third of Reservists were very greatly or greatly concerned about these issues. Military technicians were more concerned about all three force-reduction issues than were unit members and IMAs.

Reservists' overall satisfaction with their Reserve service was fairly high—the average Reservist reported a satisfaction level of 5.1 on a scale from 1 to 7. These satisfaction levels were stable across Reserve Components as well. Overall satisfaction and satisfaction with pay and benefits both tended to rise with pay grade group.

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APPENDIX A

Questionnaires

1992 Reserve Components Survey of Officers

1992 Reserve Components Survey of Enlisted Personnel

1992 Reserve Components Survey of Spouses

1992 Reserve Components Survey of Officers

The National Guard and Reserve Components are conducting a survey of Guard/Reserve personnel. You have been selected to participate in this important survey. Please read the instructions before you begin the questionnaire.

PRIVACY NOTICE

AUTHORITY: 10 U.S.C. 136

PRINCIPAL PURPOSE OR PURPOSES:

Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by the Guard and Reserve Components members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the environment for Reserve Components members and families.

ROUTINE USES: None

DISCLOSURE: Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. It will not be disclosed to others or used for any other purpose. Only group statistics will be reported.

Your participation in the survey is voluntary. Failure to respond to any questions will not result in any penalty. However, your participation is encouraged so that the data will be complete and representative.

OFFICE USE ONLY

- ☐ PN
- ☐ NR
- ☐ RF
- ☐ NE

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a **No. 2 pencil**.



- Make heavy black marks that fill the circle for your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS



CORRECT MARK



- Sometimes you will be asked to "Mark one." When this instruction appears, mark the one best answer.

Example:

In what month are you completing the survey?

- ☐ August
- ☒ September
- ☐ October
- ☐ November
- ☐ December
- ☐ January
- ☐ February

If your answer is "September," then just mark that one circle.

- Sometimes you will be asked to "Mark all that apply." When this instruction appears, you may mark more than one answer.

Example:

In which components have you served? Mark all that apply.

- ☒ Active Army (USA)
- ☐ Army National Guard (ARNG)
- ☒ Army Reserve (USAR)
- ☐ Active Navy (USN)
- ☐ Naval Reserve (USNR)
- ☐ Active Air Force (USAF)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Active Marine Corps (USMC)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Active Coast Guard (USCG)
- ☐ Coast Guard Reserve (USCGR)

If your answer is "Active Army (USA)" and "Army Reserve (USAR)," then mark the two circles clearly.

- Answers to some of the questions will be on a **SEVEN-POINT SCALE**.

Example:

How satisfied are you with the opportunities you have for promotion in your unit?



If your answer is "VERY DISSATISFIED," you would darken the circle for number 1.

If your answer is "VERY SATISFIED," you would darken the circle for number 7.

If your opinion is somewhere in between, you would darken the circle for number 2 or 3 or 4 or 5 or 6.

- If you are asked to give numbers for your answer, please record as shown below.

Example:

How old were you on your last birthday?

If your answer is 24...

Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.

Fill in the unused boxes with zeros.

Then darken the circle for the matching number below each box.

Age Last Birthday

Write the number in the boxes. →

2	4
---	---

Then fill in the matching circles. →

0
1
2
3
4
5
6
7
8
9

I LOCATION**1. In what month are you completing the survey?**

Mark one.

- ☐ August
☐ September
☐ October
☐ November
☐ December
☐ January
☐ February

2. Which of the following best describes the type of place where you are living now? Mark one.

- ☐ In military housing on a base/installation
☐ In a large city (over 250,000)
☐ In a suburb near a large city
☐ In a medium-sized city (50,000-250,000)
☐ In a suburb near a medium-sized city
☐ In a small city or town (under 50,000)
☐ On a farm or ranch
☐ In a rural area but not on a farm or ranch

3. How long have you lived in your present neighborhood? Mark one.

- ☐ Less than a year
☐ 1-2 years
☐ 2-3 years
☐ 3-5 years
☐ 5 years or more

II MILITARY BACKGROUND**4. Of which Reserve Component are you a member? Mark one.**

- ☐ Army National Guard (ARNG)
☐ Army Reserve (USAR)
☐ Naval Reserve (USNR)
☐ Marine Corps Reserve (USMCR)
☐ Air National Guard (ANG)
☐ Air Force Reserve (USAFR)
☐ Coast Guard Reserve (USCGR)

5. What is your present pay grade? Mark one.

- | | | |
|-----------------------------------|------------------------------------|---------------------------|
| <input type="radio"/> O-1 or O1-E | <input type="radio"/> O-5 | <input type="radio"/> W-1 |
| <input type="radio"/> O-2 or O2-E | <input type="radio"/> O-6 | <input type="radio"/> W-2 |
| <input type="radio"/> O-3 or O3-E | <input type="radio"/> O-7 or above | <input type="radio"/> W-3 |
| <input type="radio"/> O-4 | | <input type="radio"/> W-4 |

6. When do you expect to get your NEXT PROMOTION to a higher pay grade? Mark one.

- ☐ In less than 3 months
☐ 3-6 months from now
☐ 7-9 months from now
☐ 10-12 months from now
☐ 13-18 months from now
☐ 19 months to 2 years from now
☐ 25 months to 3 years from now
☐ More than 3 years from now
☐ Does not apply, I don't expect any more promotions

7. In what year did you first enter any branch of the military? (If you first entered in the Active Force, record the year you first entered the Active Force.)

Write the number in the boxes.

19

Then fill in the matching circles.

Year	
	0
	1
	2
	3
4	4
5	5
6	6
7	7
8	8
9	9

8. Through which of the following officer procurement programs did you obtain your commission/warrant? Mark one.

- ☐ Academy Graduate (USMA, USNA, USAFA, USCGA)
☐ Academy Graduate (U.S. Merchant Marine Academy)
☐ ROTC/NROTC (scholarship)
☐ ROTC/NROTC (non-scholarship)
☐ OCS/AOCS/OTS/PLC
☐ Aviation Cadet
☐ National Guard State OCS
☐ ANG Academy of Military Science (AMS)
☐ Direct appointment (professional-medical, dental, JAG, chaplain)
☐ Direct appointment (all others)
☐ Aviation training program (exclusive of OCS/AOCS/OTS/PLC)
☐ Direct appointment as a commissioned officer
☐ Direct appointment as a warrant officer
☐ Warrant Officer Entry Level Training
☐ Other

USE NO. 2 PENCIL ONLY

9. When you first entered the military, in which component did you serve? Do not include as active service, service for basic and initial training only. Mark one.

- ☐ Active Army (USA)
- ☐ Army National Guard (ARNG)
- ☐ Army Reserve (USAR)
- ☐ Active Navy (USN)
- ☐ Naval Reserve (USNR)
- ☐ Active Air Force (USAF)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Active Marine Corps (USMC)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Active Coast Guard (USCG)
- ☐ Coast Guard Reserve (USCGR)

10. In which components have you served? Do not include as active service, service for basic and initial training only. Mark all that apply.

- ☐ Active Army (USA)
- ☐ Army National Guard (ARNG)
- ☐ Army Reserve (USAR)
- ☐ Active Navy (USN)
- ☐ Naval Reserve (USNR)
- ☐ Active Air Force (USAF)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Active Marine Corps (USMC)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Active Coast Guard (USCG)
- ☐ Coast Guard Reserve (USCGR)

11. In all, to the nearest year, how long have you served in the Guard/Reserve? Do not include active duty years.

☐ Less than 1 year

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

12. In all, to the nearest year, how long did you serve in the Active Force/ on active duty? Do not include your initial active duty training for the Guard/Reserve. Include service as FTS-AGR/TAR.

- ☐ I have never served in the Active Force
- ☐ Less than 1 year

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

13. When you finally leave the Guard/Reserve, how many total years of service do you expect to have? (Include active duty years.)

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

14. Are you in a different unit now than you were two years ago? Mark one.

I have not been in the Guard/Reserve for two years, GO TO QUESTION 17

- ☐ No, I am in the same unit, GO TO QUESTION 17
- ☐ Yes, in a different unit but in the same component
- ☐ Yes, in a different unit in a different component

15. Why did you change units? Mark all that apply.

- ☐ I was offered a promotion
- ☐ Promotion was more likely in new unit
- ☐ I relocated away from the previous unit
- ☐ I wanted to retrain in a different skill
- ☐ I like the job better in my new unit
- ☐ I like the people better in my new unit
- ☐ My old unit was disestablished
- ☐ Other reasons

USE NO. 2 PENCIL ONLY

16. Did you have to retrain in a new skill when you changed units?

- ☐ Yes
☐ No

17. Were you mobilized/activated/called-up as a Reservist during Operation Desert Shield/Desert Storm? Mark all that apply.

- ☐ No, GO TO QUESTION 19
☐ Yes, deployed to Persian Gulf area
☐ Yes, deployed to other overseas location
☐ Yes, deployed in the United States
☐ Yes, stayed in my local community

18. How many months were you mobilized/activated/called-up?

Number Months

0	0
1	1
2	2
3	3
4	4
5	
6	
7	
8	
9	

III MILITARY PLANS

19. When you originally became a member of the Guard/Reserve, how many years were you obligated to serve? Mark one.

- No original obligation
☐ 1 year or less
☐ 2 years
☐ 3 years
☐ 4 years
☐ 5 years
☐ 6 years
☐ 7 years
☐ 8 years
☐ Don't know

20. Do you have a current obligation or term of service?

- ☐ Yes
☐ No, GO TO QUESTION 23

21. In what month and year will you complete your current obligation or term of service?

A
Month

- ☐ January
☐ February
☐ March
☐ April
☐ May
☐ June
☐ July
☐ August
☐ September
☐ October
☐ November
☐ December

B
Year

199

0
1
2
3
4
5
6
7
8
9

- ☐ Don't know

22. At the completion of your obligation or term of service, how likely are you to continue to participate in the Selected Reserve of the Guard/Reserve?

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain

23. When you finally leave the Guard/Reserve, what pay grade do you think you will have? Mark one.

- | | | |
|---------------------------|------------------------------------|---------------------------|
| <input type="radio"/> O-1 | <input type="radio"/> O-5 | <input type="radio"/> W-1 |
| <input type="radio"/> O-2 | <input type="radio"/> O-6 | <input type="radio"/> W-2 |
| <input type="radio"/> O-3 | <input type="radio"/> O-7 or above | <input type="radio"/> W-3 |
| <input type="radio"/> O-4 | | <input type="radio"/> W-4 |
| | | <input type="radio"/> W-5 |

24. Below are some reasons people have for DECIDING TO LEAVE the National Guard/Reserve. If you decide to leave the Guard/Reserve at the end of your current term, which of these would be your most important reason for leaving? Which would be your second most important reason for leaving?
(Mark one reason under each column.)

I WOULD LEAVE THE GUARD/RESERVE BECAUSE:

(A) Most Important Reason (B) Second Most Important Reason

- | | | |
|--|-----------------------|-----------------------|
| a. I am not eligible to reenlist | <input type="radio"/> | <input type="radio"/> |
| b. I am moving to another area | <input type="radio"/> | <input type="radio"/> |
| c. It is too hard to get to my Guard/Reserve unit | <input type="radio"/> | <input type="radio"/> |
| d. I need the time for my education | <input type="radio"/> | <input type="radio"/> |
| e. My unit drills conflict with my civilian job | <input type="radio"/> | <input type="radio"/> |
| f. My unit drills conflict with my family activities | <input type="radio"/> | <input type="radio"/> |
| g. I want more leisure time | <input type="radio"/> | <input type="radio"/> |
| h. I don't like my unit's training | <input type="radio"/> | <input type="radio"/> |
| i. My unit doesn't have modern equipment for training | <input type="radio"/> | <input type="radio"/> |
| j. I'm bored with unit activities | <input type="radio"/> | <input type="radio"/> |
| k. The pay is too low | <input type="radio"/> | <input type="radio"/> |
| l. Promotions are too slow | <input type="radio"/> | <input type="radio"/> |
| m. I've had too many problems getting paid | <input type="radio"/> | <input type="radio"/> |
| n. Problems caused by mobilization/activation/deployment | <input type="radio"/> | <input type="radio"/> |

25. How likely are you to stay in the Guard/Reserve until qualified for retirement? Assume that all special pays which you currently receive are still available. Mark one.

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain

26. Do you plan to elect the Reserve Components Survivor Benefit Plan (SBP) when eligible?

- ☐ Does not apply, I don't plan to remain until 20 years
☐ I have already elected to participate
☐ I have already elected not to participate
☐ Yes, upon receipt of my 20-year letter
☐ Yes, when I am 60 years old
☐ No
☐ Uncertain, I am not aware of the plan at all
☐ Uncertain, I don't understand the plan clearly
☐ Uncertain, I have not made up my mind

27. How concerned are you about the following as a result of current talk about force reductions in the Guard/Reserve? Mark one for each item.

- | | Very Greatly Concerned | Greatly Concerned | Moderately Concerned | Somewhat Concerned | Not At All Concerned |
|---|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Your long-term opportunities in the Guard/Reserve | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The financial burden on you and/or your family should you have to leave the Guard/Reserve unexpectedly | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Impact of my unit closing on my community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

28. The questions below are about your preparedness. Mark one for each item.

- | | Yes | No | Don't Know | Does Not Apply |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Do you have a current written will? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Does anyone currently hold your power-of-attorney? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Do you have life insurance other than SGLI/VGLI? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Have you filled out a record of emergency data? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Does your spouse or next-of-kin know where to find your papers? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Do you verify/update annually your record of emergency data? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



29. If you were to be called up, how much of a problem would each of the following be for you or your family?
Mark one number for each item.

	A Serious Problem					Not A Problem	Don't Know	Does Not Apply
a. Employer problems at the beginning of the mobilization/activation/call-up	1	2	3	4	5	6	7	8
b. Employer problems when you returned to your job	1	2	3	4	5	6	7	8
c. Getting the same job back after returning	1	2	3	4	5	6	7	8
d. Loss of civilian health benefits during the call-up	1	2	3	4	5	6	7	8
e. Loss of seniority, promotion opportunity, or job responsibility on civilian job	1	2	3	4	5	6	7	8
f. Loss of income during the call-up	1	2	3	4	5	6	7	8
g. Attitudes of supervisor or co-workers upon return	1	2	3	4	5	6	7	8
h. Business or medical practice would be damaged	1	2	3	4	5	6	7	8
i. Problems for patients, clients, customers	1	2	3	4	5	6	7	8
j. Spouse would need work but would not find job	1	2	3	4	5	6	7	8
k. Increased family problems	1	2	3	4	5	6	7	8
l. Increased chances for a marital separation or divorce	1	2	3	4	5	6	7	8
m. Problems for children	1	2	3	4	5	6	7	8
n. Burden on spouse	1	2	3	4	5	6	7	8
o. Child care during the call-up	1	2	3	4	5	6	7	8

30. People participate in the Guard/Reserve for many reasons. How much have each of the following contributed to your most recent decision to stay in the Guard/Reserve? Mark one for each item.

	Major Contribution	Moderate Contribution	Minor Contribution	No Contribution
a. Serving the country	○	○	○	○
b. Using educational benefits	○	○	○	○
c. Obtaining training in a skill that would help get a civilian job	○	○	○	○
d. Serving with the people in the unit	○	○	○	○
e. Getting credit toward Guard/Reserve retirement	○	○	○	○
f. Promotion opportunities	○	○	○	○
g. Opportunity to use military equipment	○	○	○	○
h. Challenge of military training	○	○	○	○
i. Needed the money for basic family expenses	○	○	○	○
j. Wanted extra money to use now	○	○	○	○
k. Saving income for the future	○	○	○	○
l. Travel/"get away" opportunities	○	○	○	○
m. Just enjoyed the Guard/Reserve	○	○	○	○
n. Pride in my accomplishments in the Guard/Reserve	○	○	○	○

IV MILITARY TRAINING, BENEFITS, AND PROGRAMS

31. How were you trained for your current Primary Occupational Specialty (MOS/Designator/Rating/AFSC)? Mark all that apply.

☐ In a formal service school
☐ On-the-job training (OJT) in a civilian job
☐ In a formal civilian school
☐ On-the-job training (OJT) in the active service
☐ On-the-job training (OJT) in a Guard/Reserve unit
☐ Correspondence course(s)

32. For all of 1991, what percentage of your Guard/Reserve time was spent working in your Primary Occupational Specialty (MOS/Designator/Rating/AFSC)?

☐ None ☐ 25-49% ☐ 75-99%
☐ 1-24% ☐ 50-74% ☐ 100% (All)

33. Is your current Primary Occupational Specialty (MOS/Designator/Rating/AFSC) the same one you had while on active duty?

☐ Does not apply, I don't have prior active duty service ☐ Yes
☐ No

34. How similar is your civilian job to your Guard/Reserve duty?

☐ Does not apply, I don't have a civilian job
☐ Does not apply, my civilian job is as a Guard/Reserve military technician
☐ Very similar
☐ Similar
☐ Somewhat similar
☐ Not similar at all

35. In calendar year 1991, which of the following did you participate in/perform? Mark all that apply.

☐ Drill weekends
☐ Annual Training/ACDUTRA
☐ Active duty (other than for training)
☐ Active duty for school training
☐ Guard/Reserve work at my home or on my civilian job

36. In 1991, how many days of Annual Training/ACDUTRA did you attend? Do not include school unless used to satisfy your Annual Training/ACDUTRA requirement.

☐ Did not attend 1991 Annual Training/ACDUTRA

Days	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

37. Did you attend the 1991 Annual Training/ACDUTRA a few days at a time, a week or more at a time, or all at once?

☐ Did not attend 1991 Annual Training/ACDUTRA
☐ A few days at a time, several times over the year
☐ A week or more at a time
☐ All at once

38. In calendar year 1991, how many paid "Workdays," in addition to any regular drill days and Annual Training/ACDUTRA, did you serve?

☐ None

Paid Workdays

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

39. In an average month in 1991, how many unpaid hours did you spend at your drill location (place of regular duty)?

☐ None

Unpaid Hours Per Month

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

40. For all of 1991, what was your total Guard/Reserve income BEFORE taxes and deductions? Include any pay from drills, Annual Training/ACDUTRA, enlistment or affiliation bonuses, and any call-ups or other active duty or active duty for training. Please give your best estimate.

• Record the amount in the boxes. →

• Round to the nearest whole dollar.

• Fill in the unused boxes with zeros. (For example, if your answer is \$1,503.75, enter 01504.)

• Then mark the matching circle below each box. →

Total Guard/Reserve Income

				\$.00
0	0	0	0		0	0	0	0	
1	1	1	1		1	1	1	1	
2	2	2	2		2	2	2	2	
3	3	3	3		3	3	3	3	
4	4	4	4		4	4	4	4	
5	5	5	5		5	5	5	5	
6	6	6	6		6	6	6	6	
7	7	7	7		7	7	7	7	
8	8	8	8		8	8	8	8	
9	9	9	9		9	9	9	9	

USE NO. 2 PENCIL ONLY

41. In an average month in 1991, how often did you and/or your spouse use each of the following? Mark one for each item.

TIMES USED IN AVERAGE MONTH

	Not Used	Once	Twice	Three to Five Times	Six Times or More
a. Commissary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Other military facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42. Which of the following limit your and/or your spouse's use of the commissary and exchange?

Mark all that apply in each column.

	A. Commissary	B. Exchange
Prices	<input type="radio"/>	<input type="radio"/>
Stock	<input type="radio"/>	<input type="radio"/>
Hours	<input type="radio"/>	<input type="radio"/>
Distance	<input type="radio"/>	<input type="radio"/>
Military does not allow more frequent use	<input type="radio"/>	<input type="radio"/>

43. Are you now eligible for educational benefits as a result of military service? Mark all that apply.

- ☐ No, GO TO QUESTION 45
☐ Yes, State benefits for my Guard/Reserve service
☐ Yes, Montgomery GI Bill for Selected Reserve
☐ Yes, Active Force benefits (VEAP, GI Bill)
☐ Don't know/am not sure

44. Which educational benefits are you now using?

Mark all that apply.

- ☐ None
☐ State benefits for Guard/Reserve
☐ Montgomery GI Bill for Selected Reserve
☐ Active Force benefits (VEAP, GI Bill)

45. Which of the following medical/hospitalization coverages do you have? Mark all that apply.

- ☐ My spouse's active duty military coverage
☐ My active duty military coverage
☐ Veterans' (VA) coverage
☐ My civilian employer's health care plan
☐ My spouse's civilian employer's plan
☐ Other private coverage
☐ None, GO TO QUESTION 47

46. How would you rate the coverage provided by the civilian medical insurance which you have?

- ☐ Does not apply, I do not have civilian medical insurance
☐ Excellent
☐ Good
☐ Fair
☐ Poor

47. If it were available through your membership in the Guard or Reserve, would you be interested in purchasing medical insurance?

- ☐ Yes, for myself and my family
☐ Yes, for myself only
☐ Not sure
☐ No, GO TO QUESTION 49

48. If you could buy medical insurance through Guard/Reserve participation, what is the maximum premium cost you would be willing to pay per month?

- ☐ Less than \$50 per month
☐ \$50 per month
☐ \$100 per month
☐ \$150 per month
☐ \$200 per month
☐ \$250 per month or more

49. How much did you spend on health care services and products (for you and your family) last year? Include **CHAMPUS** deductions, civilian insurance premiums, and drugs, etc. Do not include dental care.

- ☐ Less than \$100
☐ \$100 to \$500
☐ \$501 to \$1,000
☐ \$1,001 to \$1,500
☐ \$1,501 to \$2,500
☐ More than \$2,500
☐ Don't know

50. Which of the following dental coverages do you have? Mark all that apply.

- ☐ My spouse's active duty military coverage
☐ My active duty military coverage
☐ Veterans' (VA) coverage
☐ My civilian employer's dental plan
☐ My spouse's civilian employer's plan
☐ Other private coverage
☐ None, GO TO QUESTION 52

51. How would you rate the coverage provided by the civilian dental insurance which you have?

- ☐ Does not apply, I do not have civilian dental insurance
☐ Excellent
☐ Good
☐ Fair
☐ Poor

52. If it were available through your membership in the Guard or Reserve, would you be interested in purchasing dental insurance?

- ☐ Yes, for myself and my family
☐ Yes, for myself only
☐ Not sure
☐ No, GO TO QUESTION 54

USE NO. 2 PENCIL ONLY

53. If you could buy dental insurance through monthly withholding from your Reserve paycheck, what is the maximum premium cost you would be willing to pay per month?

- ☐ Less than \$25 per month
- ☐ \$50 per month
- ☐ \$100 per month
- ☐ \$150 per month
- ☐ \$200 per month
- ☐ \$250 or more per month

54. How much did you spend for dental treatment (for you and your family) last year? (Include civilian premiums as well as direct payments for treatment.)

- ☐ Less than \$100
- ☐ \$100 - \$200
- ☐ \$201 - \$300
- ☐ \$301 - \$500
- ☐ \$501 - \$800
- ☐ \$801 - \$1,000
- ☐ \$1,001 - \$2,000
- ☐ More than \$2,000
- ☐ Don't know

55. How much of a problem is each of the following for your unit in meeting your unit's training objectives? Please mark the number which shows your opinion on the lines below. For example, people who feel that an item is Not A Problem would mark 7. People who feel that an item is A Serious Problem would mark 1. Others may have opinions somewhere between 1 and 7. Mark one for each item.

	A Serious Problem						Not A Problem	Don't Know
a. Out-of-date equipment/weapons	1	2	3	4	5	6	7	<input type="radio"/>
b. Poor mechanical condition of equipment/weapons	1	2	3	4	5	6	7	<input type="radio"/>
c. Being below strength in <u>Grades E-1 - E-4</u>	1	2	3	4	5	6	7	<input type="radio"/>
d. Being below strength in <u>Grades E-5 - E-9</u>	1	2	3	4	5	6	7	<input type="radio"/>
e. Not enough staff resources to plan effective training	1	2	3	4	5	6	7	<input type="radio"/>
f. Low attendance of unit personnel at <u>Unit Drills</u>	1	2	3	4	5	6	7	<input type="radio"/>
g. Low attendance of unit personnel at <u>Annual Training/ACDUTRA</u>	1	2	3	4	5	6	7	<input type="radio"/>
h. Ineffective training during <u>Annual Training/ACDUTRA</u>	1	2	3	4	5	6	7	<input type="radio"/>
i. Shortage of MOS/Rating/Specialty/AFSC qualified personnel	1	2	3	4	5	6	7	<input type="radio"/>
j. Low quality of personnel in low grade unit drill positions	1	2	3	4	5	6	7	<input type="radio"/>
k. Not enough drill time to practice skills	1	2	3	4	5	6	7	<input type="radio"/>
l. Not enough time to plan training objectives and get all administrative paperwork done	1	2	3	4	5	6	7	<input type="radio"/>
m. Lack of access to good training facilities and grounds	1	2	3	4	5	6	7	<input type="radio"/>
n. Lack of good instruction manuals and materials	1	2	3	4	5	6	7	<input type="radio"/>
o. Lack of supplies, such as ammunition, gasoline, etc.	1	2	3	4	5	6	7	<input type="radio"/>
p. Excessive turnover of unit personnel	1	2	3	4	5	6	7	<input type="radio"/>
q. Inability to schedule effective unit annual training due to gaining command's operating schedule	1	2	3	4	5	6	7	<input type="radio"/>
r. Uncertainty about future status of unit	1	2	3	4	5	6	7	<input type="radio"/>

PLEASE CHECK: HAVE YOU MARKED A CIRCLE FOR EACH ITEM?

56. How do you usually get to the place of regular military duty or drills? Mark one.

- ☐ Drive myself
- ☐ Driven by spouse
- ☐ Driven by another family member
- ☐ Car pool
- ☐ Civilian air transportation
- ☐ Military air transportation
- ☐ Other public transportation
- ☐ Taxi
- ☐ Walk
- ☐ Other

57. How long does it usually take you to get from home to the place where your unit meets/drills? Mark one.

- ☐ 0-19 minutes
- ☐ 20-39 minutes
- ☐ 40-59 minutes
- ☐ 1-2 hours
- ☐ 2-3 hours
- ☐ 3-6 hours
- ☐ 6 hours or more



FOR QUESTION 58 TO QUESTION 67 BELOW, PLEASE MARK THE NUMBER WHICH SHOWS YOUR OPINION ON THE LINE FOLLOWING EACH QUESTION. For example, people who are Very Satisfied would mark 7. People who are Very Dissatisfied would mark 1. Others may have opinions somewhere between 1 and 7.

58. How satisfied are you with the training received during your unit drills?

Very Dissatisfied 1 — 2 — 3 — 4 — 5 — 6 — 7 Very Satisfied

59. How satisfied are you with the opportunities you have to use your MOS/Designator/Rating/Specialty/AFSC skills during unit drills?

Very Dissatisfied 1 — 2 — 3 — 4 — 5 — 6 — 7 Very Satisfied

60. How satisfied are you with the opportunities you have for promotion in your unit?

Very Dissatisfied 1 — 2 — 3 — 4 — 5 — 6 — 7 Very Satisfied

61. How satisfied are you with your opportunities for leadership in your unit?

Very Dissatisfied 1 — 2 — 3 — 4 — 5 — 6 — 7 Very Satisfied

62. In general, how would you describe the weapons or equipment your unit uses during your unit drills?

Out-of-Date 1 — 2 — 3 — 4 — 5 — 6 — 7 Up-to-Date

63. In general, how would you describe the mechanical condition of the weapons and equipment your unit uses during training?

Poor 1 — 2 — 3 — 4 — 5 — 6 — 7 Excellent

64. Overall, how satisfied were you with your unit's activities at 1991 Annual Training/ACDUTRA?

Does not apply, I didn't attend 1991 Annual Training/ACDUTRA

Very Dissatisfied 1 — 2 — 3 — 4 — 5 — 6 — 7 Very Satisfied

65. In general, how would you describe the morale of military personnel in your unit?

Morale Is Very Low 1 — 2 — 3 — 4 — 5 — 6 — 7 Morale Is Very High

66. In general, how satisfied are you with the supervision and direction given during unit drills?

Very Dissatisfied 1 — 2 — 3 — 4 — 5 — 6 — 7 Very Satisfied

67. How do you feel about not going to the Persian Gulf area during Operation Desert Storm/Desert Shield?

☐ Does not apply, I went to the Persian Gulf area

Very Displeased 1 — 2 — 3 — 4 — 5 — 6 — 7 Very Pleased

68. How long have you been in your present unit?

☐ Less than 1 year

Years in Present Unit	
0	0
1	1
2	2
3	3
4	4
	5
	6
	7
	8
	9

69. How likely is it that another conflict requiring a Reserve call-up will occur in the next 5 years?

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain

70. How likely is it that you would be called-up if such a mobilization occurred?

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain

USE NO. 2 PENCIL ONLY

V INDIVIDUAL AND FAMILY CHARACTERISTICS

71. If you were mobilized for 30 days or more, would your total income:

- ☐ Increase greatly
- ☐ Increase somewhat
- ☐ Remain the same
- ☐ Decrease somewhat
- ☐ Decrease greatly

72. If mobilized, would you mobilize with your present unit?

- ☐ Yes
- ☐ No
- ☐ Don't know

73. If mobilized, would your military duties be the same as your current duties when attending Annual Training/ACDUTRA?

- ☐ Yes
- ☐ No
- ☐ Don't know

74. Are you Army or Air Force National Guard or Reserve?

- ☐ Yes
- ☐ No, GO TO QUESTION 78

75. Are you a military technician, i.e., a civilian employee of the Army or Air Force National Guard or Reserve?

- ☐ Yes
- ☐ No, GO TO QUESTION 78

76. How long have you been employed as a military technician?

- ☐ Less than 1 year

Years
as Technician

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

77. Do you drill with the same unit that you work in as a technician?

- ☐ Yes
- ☐ No

78. Are you male or female?

- ☐ Male
- ☐ Female

79. How old were you on your last birthday?

Age Last
Birthday

0
1
2
3
4
5
6
7
8
9

80. Where were you born?

- ☐ In the United States
- ☐ Outside the United States to military parents
- ☐ Outside the United States to non-military parents

81. Are you an American citizen?

- ☐ Yes
- ☐ No, resident alien
- ☐ No, not a resident alien

82. Did you vote in the last local election? In the last Presidential election?

A. LAST LOCAL ELECTION

B. LAST PRESIDENTIAL
ELECTION

- ☐ Yes, in person at the polls
- ☐ Yes, by absentee ballot
- ☐ No

- ☐ Yes, in person at the polls
- ☐ Yes, by absentee ballot
- ☐ No

83. Are you of Spanish/Hispanic origin or descent?

- ☐ Yes
- ☐ No

84. Are you:

- ☐ American Indian/Alaskan Native
- ☐ Black/Negro/African-American
- ☐ Oriental/Asian/Chinese/Japanese/Korean/Filipino/
Pacific Islander
- ☐ White/Caucasian
- ☐ Other

85. AS OF TODAY, what is the highest school grade or academic degree that you have? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark one.

- ☐ Less than 12 years of school (no diploma)
☐ GED or other high school equivalency certificate
☐ High school diploma
☐ Some college, but did not graduate
☐ 2-year college degree
☐ 4-year college degree (BA/BS)
☐ Some graduate school
☐ Master's degree (MA/MS)
☐ Doctoral degree (PhD/MD/LLB)
☐ Other degree not listed above

86. If you are now attending civilian schooling, what kind of school is it? Mark all that apply.

- ☐ Does not apply, I do not attend school
☐ Vocational/trade/business or other career training school
☐ Junior or community college (2-year)
☐ Four-year college or university
☐ Graduate/professional school
☐ Other

87. What is the highest school grade or academic degree that you think you will complete in the future? Mark one.

- ☐ Does not apply, I don't plan to attend school in the future
☐ Less than 12 years of school (no diploma)
☐ GED or other high school equivalency certificate
☐ High school diploma
☐ Some college, but will not graduate
☐ 2-year college degree
☐ 4-year college degree (BA/BS)
☐ Some graduate school
☐ Master's degree (MA/MS)
☐ Doctoral degree (PhD/MD/LLB)
☐ Other degree not listed above

88. Have your parents (or guardians), brothers or sisters (include step-brothers and step-sisters) served in or retired from the military? (Include Guard/Reserve.) Mark all that apply.

	A. Father	B. Mother	C. Brother(s)	D. Sister(s)
Never served	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Currently serving in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Served less than 8 years and separated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Served more than 8 years (but not retired)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retired from the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

89. What is your current marital status? Mark only one answer.

- ☐ Married for the first time
☐ Remarried
☐ Separated
☐ Widowed, GO TO QUESTION 100
☐ Divorced, GO TO QUESTION 100
☐ Never married, GO TO QUESTION 100

90. Is your spouse currently serving on active duty in the Armed Forces or in the Reserve/Guard?

- ☐ No ☐ Yes, in a Reserve/Guard Component
 Yes, on active duty in the:
☐ Regular Army ☐ Regular Marine Corps
☐ Regular Navy ☐ Regular Air Force
☐ Regular Coast Guard

91. Has your current spouse ever served in the U.S. Armed Forces, either on active duty or in the Reserve?

- ☐ No, spouse never served
☐ Yes, spouse is retired from Service
☐ Yes, spouse is separated from Service
☐ Yes, spouse is now in Service

92. How many years have you been married to your current spouse?

- ☐ Less than 1 year

Years Married

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

93. How old was your current spouse on her or his last birthday?

Age Last Birthday

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

94. Does your spouse speak English as the main language at home?

- ☐ Yes
☐ No



FOR QUESTIONS 95 AND 96 PLEASE MARK THE NUMBER WHICH SHOWS YOUR OPINION ON THE LINE FOLLOWING EACH QUESTION.

95. How well do you and your spouse agree on your civilian career plans?

Very Well Not Well
At All
1 — 2 — 3 — 4 — 5 — 6 — 7

96. How well do you and your spouse agree on your military career plans?

Very Well Not Well
At All
1 — 2 — 3 — 4 — 5 — 6 — 7

97. How much of a problem for your family are each of the following? Mark one for each item.

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
a. Absence for weekend drills	<input type="radio"/>					<input type="radio"/>
b. Absence for Annual Training/ACDUTRA	<input type="radio"/>					<input type="radio"/>
c. Absence for extra time spent at Guard/Reserve	<input type="radio"/>					<input type="radio"/>

98. What is your spouse's overall attitude toward your participation in the Guard/Reserve? Mark one.

Very favorable
Somewhat favorable
Neither favorable nor unfavorable
Somewhat unfavorable
Very unfavorable

99. Has your spouse's support for your decision about staying in the military changed in the past year?

Yes, increased
No, decreased
No, has not changed

EVERYBODY ANSWER:

100. How many dependents do you have in each age group? Do not include yourself or your spouse. For the purpose of this question, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half his or her support.

Does not apply, I have no dependents,
GO TO QUESTION 104

NUMBER OF DEPENDENTS

	None	1	2	3	4	5 or More
a. Under 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 1 year to under 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 2-5 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. 6-13 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 14-22 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. 23-64 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. 65 years or over	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

101. Are arrangements for your dependents who live with you realistically workable for each of the following situations? Mark one for each item.

Does not apply, my dependents do not live with me.

	Yes	Probably	No
a. Short-term emergency situation such as a mobilization exercise		<input type="radio"/>	<input type="radio"/>
b. Long-term situation such as being called-up or mobilized		<input type="radio"/>	<input type="radio"/>

102. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care?

No
Yes, temporarily
Yes, permanently

103. If you are a single-parent or a military member married to a military member, do you have a military family care plan?

Does not apply
Yes
No

104. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

No
Yes

105. Does this elderly relative live with you?

Does not apply
Yes
No

VI CIVILIAN WORK

A. YOUR OWN EXPERIENCE

106. Are you currently: Mark all that apply.

- ☐ Working full-time as an Army or Air Force Guard/Reserve technician, GO TO QUESTION 109
- ☐ Working full-time in a civilian job (not technician)
- ☐ Working part-time in a civilian job
- ☐ With a civilian job but not at work because of temporary illness, vacation, strike, etc.
- ☐ Self-employed in own business
- ☐ Unpaid worker (volunteer or in family business)
- ☐ Unemployed, laid off, looking for work
- ☐ Not looking for work but would like to work
- ☐ In school
- ☐ Retired
- ☐ A homemaker
- ☐ Other

107. What is your immediate (main) civilian supervisor's overall attitude toward your participation in the Guard/Reserve? Mark one.

- ☐ Does not apply, I am not working at a civilian job, GO TO QUESTION 109
- ☐ Does not apply, I am self-employed
- ☐ Very favorable
- ☐ Somewhat favorable
- ☐ Neither favorable nor unfavorable
- ☐ Somewhat unfavorable
- ☐ Very unfavorable

108. How much of a problem for your main employer (or for you, if self-employed) are each of the following? Mark one for each item.

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
a. Absence for weekend drills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Absence for Annual Training/ACDUTRA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Absence for extra time spent at Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Time spent while at civilian work on Guard/Reserve business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

THE NEXT QUESTIONS ARE ABOUT YOUR CIVILIAN JOB IN 1991. IF YOU HAD MORE THAN ONE JOB, PLEASE ANSWER THESE QUESTIONS FOR THE JOB WHERE YOU WORKED THE MOST HOURS PER WEEK FOR MOST OF THE YEAR.

109. What kind of work did you do; that is, what is your job called? For example, electrical engineer, construction worker, carpenter, high school teacher, typist, etc.

☐ I had no civilian job in 1991, GO TO QUESTION 122

WRITE THE NAME OF YOUR JOB IN THE BOX BELOW.

KIND OF WORK/JOB TITLE:

110. Which of the following best describes your civilian employer in 1991? Mark one.

- ☐ Federal Government
- ☐ State Government
- ☐ Local Government (including public schools)
- ☐ Self-employed in own business
- ☐ Private firm with more than 500 employees
- ☐ Private firm with 100-499 employees
- ☐ Private firm with less than 100 employees
- ☐ Working without pay in family business or farm

111. What kind of organization did you work for in 1991? (For example, TV and radio, manufacturing, retail shoe store, police department, etc. Federal workers: enter the Agency, Department or Government Branch for which you work.)

WRITE THE KIND OF ORGANIZATION (BUSINESS/INDUSTRY) IN THE BOX BELOW. DO NOT WRITE THE NAME OF THE COMPANY.

KIND OF ORGANIZATION:

112. What was your Federal Government pay type and grade at the end of 1991? Mark both the pay type and number grade.

☐ Does not apply, I didn't work for the Federal Government

A. Pay Type

- ☐ SES or other executive pay
- ☐ GM
- ☐ GS
- ☐ WS
- ☐ WL
- ☐ WG
- ☐ US Postal Service
- ☐ Other

B. Number Grade

- ☐ 16 or higher
- ☐ 15
- ☐ 14
- ☐ 13
- ☐ 12
- ☐ 11
- ☐ 10
- ☐ 9
- ☐ 8
- ☐ 7
- ☐ 6
- ☐ 5
- ☐ 4
- ☐ 3
- ☐ 2
- ☐ 1

USE NO. 2 PENCIL ONLY

113. In 1991, how many hours per week did you usually work at your (main) civilian job?

Hours Per Week Usually Worked

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

114. In 1991, how often did you work more than 40 hours per week at your (main) civilian job? Give your best estimate.

- ☐ None ☐ 10-14 weeks
☐ 1-4 weeks ☐ 15-19 weeks
☐ 5-9 weeks ☐ 20 or more weeks

115. In 1991, how were you paid when you worked over 40 hours a week? Mark one.

- ☐ Not paid extra for working over 40 hours
☐ Paid at my regular pay rate for all hours I worked
☐ Paid time-and-a-half
☐ Paid double time
☐ Paid more than double time

116. In 1991, what were your USUAL WEEKLY EARNINGS from your (main) civilian job or your own business before taxes and other deductions? Give your best estimate.

Weekly Earnings

\$.00
0	0	0	0	0	
1	1	1	1	1	
2	2	2	2	2	
3	3	3	3	3	
4	4	4	4	4	
5	5	5	5	5	
6	6	6	6	6	
7	7	7	7	7	
8	8	8	8	8	
9	9	9	9	9	

117. In 1991, how many days of paid vacation did you receive from your (main) civilian job?

Days of Paid Vacation

I didn't receive paid vacation

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

118. In 1991, did you lose opportunities for overtime/extra pay because of your Guard/Reserve obligations?

- ☐ Yes, frequently
☐ Yes, occasionally
☐ No

119. Which of the following describes how you got time off from your civilian job to meet your Guard/Reserve obligations in 1991? Mark all that apply in each column.

Does not apply, I was self-employed,
GO TO QUESTION 121

OBLIGATIONS

	A. Required Drills	B. Annual Training/ ACDUTRA	C. Military Schooling
Does not apply, I did not attend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received military leave/leave of absence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I used vacation days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My Guard/Reserve obligations were on days on which I did not work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

120. Which of the following describes how you were paid for the time you took from your civilian job for Guard/Reserve obligations in 1991?

Mark all that apply in each column.

OBLIGATIONS

	A. Required Drills	B. Annual Training/ ACDUTRA
Does not apply, I did not attend	<input type="radio"/>	<input type="radio"/>
I received <u>full</u> civilian pay as well as military pay	<input type="radio"/>	<input type="radio"/>
I received <u>partial</u> civilian pay as well as military pay	<input type="radio"/>	<input type="radio"/>
I received only military pay	<input type="radio"/>	<input type="radio"/>
My Guard/Reserve obligations were on days on which I did not work	<input type="radio"/>	<input type="radio"/>

- Amount Earned at Civilian Job**

☐ More than \$100,000
☐ None

\$						
0	0	0	0	0	0	0
1	1	1	1	1	1	1
2	2	2	2	2	2	2
3	3	3	3	3	3	3
4	4	4	4	4	4	4
5	5	5	5	5	5	5
6	6	6	6	6	6	6
7	7	7	7	7	7	7
8	8	8	8	8	8	8
9	9	9	9	9	9	9

- ### Weeks Looking for Work

<input type="radio"/> I had a job throughout 1991	0	0
<input type="radio"/> I was not looking for work	1	1
	2	2
	3	3
	4	4
	5	5
	6	
	7	
	8	
	9	

- 123. Do you currently have a spouse?**
☐ No, GO TO QUESTION 131
☐ Yes
☐ Yes, separated, GO TO QUESTION 131

124. Is your spouse: Mark all that apply.

- ☐ Working full-time in Federal civilian job
- ☐ Working full-time in civilian job (not technician or Federal)
- ☐ Working part-time in Federal civilian job
- ☐ Working part-time in civilian job (not Federal)
- ☐ Self-employed in his or her own business
- ☐ With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.
- ☐ Unpaid worker (volunteer or in family business)
- ☐ Unemployed, laid off, or looking for work
- ☐ In school
- ☐ Retired
- ☐ A homemaker
- ☐ Other

- ☐ In the Armed Forces, full-time Active Component, GO TO QUESTION 126
- ☐ In the Armed Forces, full-time Reserve Component (FTS-AGR/TAR), GO TO QUESTION 126
- ☐ Full-time as a Guard/Reserve technician in the Army or the Air Force, GO TO QUESTION 127
- ☐ Part-time in the Guard/Reserve, GO TO QUESTION 127
- ☐ None of the above, GO TO QUESTION 129

- ☐ No, remained at home installation,
GO TO QUESTION 129
- ☐ Yes, deployed to the Persian Gulf Area,
GO TO QUESTION 128
- ☐ Yes, deployed to other overseas location,
GO TO QUESTION 128

- ☐ No, GO TO QUESTION 129
- ☐ Yes, deployed to the Persian Gulf area
- ☐ Yes, deployed to other overseas location
- ☐ Yes, stayed in our local community
- ☐ Yes, served elsewhere in United States

- ### Months

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- ☐ None, GO TO QUESTION 131

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- More than \$100,000
None

\$.00
	0	0	0	0	0	
	1	1		1	1	
	2	2	2	2	2	
	3	3	3	3	3	
	4	4	4	4	4	
	5	5	5	5	5	
	6	6	6	6	6	
	7	7	7	7	7	
	8	8	8	8	8	
	9	9	9	9	9	

VII FAMILY RESOURCES

- RECEIVED

INCOME SOURCE

- ☐ No income from sources in Question 131

\$.00
	0	0	0	0	0	
	1	1	1	1	1	
	2	2	2	2	2	
	3	3	3	3	3	
	4	4	4	4	4	
	5	5	5	5	5	
	6	6	6	6	6	
	7	7	7	7	7	
	8	8	8	8	8	
	9	9	9	9	9	

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

YOUR RESIDENCE

134. How far is your new principal residence from your last principal residence? Mark one.

- ☐ I have not moved since joining the Guard/Reserve
- ☐ Less than 50 miles
- ☐ 50 to 100 miles
- ☐ 101 to 250 miles
- ☐ 251 to 500 miles
- ☐ More than 500 miles

135. Do you RENT or OWN your principal residence?

- ☐ Neither, live in government-owned or leased housing
- ☐ Neither, live with friends/relatives and PAY NO COSTS. GO TO QUESTION 142
- ☐ Neither, live in other accommodations
- ☐ RENT
- ☐ OWN

136. How long have you RENTED or OWNED your residence?

- ☐ 3 months or less 37 to 48 months
- ☐ 4 to 6 months 49 to 59 months
- ☐ 7 to 12 months 5 to 10 years
- ☐ 13 to 24 months 11 to 20 years
- ☐ 25 to 36 months 21 or more years

If "RENT" continue with Question 137
If "OWN" go to Question 138

137. How much TOTAL RENT is paid for your residence PER MONTH?

If you share the rent, enter the total rent paid by all occupants. (For example, if it is \$525 enter 0525 in the boxes and fill in the matching circles. Include RENT only. Other housing costs will be asked for later.)

Dollars Per Month

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

 .00

138. What is your monthly house payment for your residence? (Include the PRINCIPAL AND INTEREST on all mortgages or trusts, real estate TAXES and homeowner's INSURANCE. Also include land lease, mobile home lot rental, or berthing fees, if applicable. Other housing costs, such as utility and maintenance costs, etc., will be asked for later. Example: if your payment is \$890, enter 0890 in the boxes, then fill in the matching circles.)

Dollars Per Month

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

 .00

139. Over the last 12 months, what was the AVERAGE MONTHLY cost of all utilities (except telephone and cable TV) paid separately from other rental or home ownership costs?

- ☐ DOES NOT APPLY, No utilities are paid separately
- ☐ Do not have a basis for estimating utility costs

For each utility, add all costs for the LAST 12 MONTHS and divide by 12. (If you do not know the costs for all 12 months, please estimate.)

Enter the average monthly cost for each utility in the space below, then enter the TOTAL at the right.

Monthly Average	
Electricity	\$ _____
Natural Gas/Propane	\$ _____
Fuel Oil	\$ _____
Wood/Coal	\$ _____
Water/Sewer	\$ _____
Garbage	\$ _____
Total	\$ _____

Dollars Per Month

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

 .00

USE NO. 2 PENCIL ONLY

140. Enter the AVERAGE MONTHLY maintenance cost paid for the UPKEEP of the residence. Round off to the nearest dollar.

No maintenance costs are paid separately

- INCLUDE only maintenance such as plumbing, electrical, heating/cooling system or structural repairs, yard upkeep, etc.
 - DO NOT INCLUDE the cost of home improvements (e.g., remodeling, new roof, new furnace, major appliances), new shrubs, new fences, or other additions.
- Example: If your cost is \$25 per month, enter 025 in the boxes, then fill in the matching circles.

Dollars Per Month

\$

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

 .00

141. Enter the AVERAGE MONTHLY cost of any of the following housing expenses for the residence: condominium fee, homeowner's association fee, property and hazard insurance, if NOT included in Question 137 or Question 138.

Fill in the grid for EACH expense you do have or mark "None" for EACH expense you do not have.

	Condominium Fee	Homeowner's Assoc. Fee	Property & Hazard Insurance																																																																																										
Dollars per Month	None	None	None																																																																																										
\$	<table border="1"><tr><td>0</td><td>0</td><td>0</td></tr><tr><td>1</td><td>1</td><td>1</td></tr><tr><td>2</td><td>2</td><td>2</td></tr><tr><td>3</td><td>3</td><td>3</td></tr><tr><td>4</td><td>4</td><td>4</td></tr><tr><td>5</td><td>5</td><td>5</td></tr><tr><td>6</td><td>6</td><td>6</td></tr><tr><td>7</td><td>7</td><td>7</td></tr><tr><td>8</td><td>8</td><td>8</td></tr><tr><td>9</td><td>9</td><td>9</td></tr></table>	0	0	0	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7	8	8	8	9	9	9	<table border="1"><tr><td>0</td><td>0</td><td>0</td></tr><tr><td>1</td><td>1</td><td>1</td></tr><tr><td>2</td><td>2</td><td>2</td></tr><tr><td>3</td><td>3</td><td>3</td></tr><tr><td>4</td><td>4</td><td>4</td></tr><tr><td>5</td><td>5</td><td>5</td></tr><tr><td>6</td><td>6</td><td>6</td></tr><tr><td>7</td><td>7</td><td>7</td></tr><tr><td>8</td><td>8</td><td>8</td></tr><tr><td>9</td><td>9</td><td>9</td></tr></table>	0	0	0	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7	8	8	8	9	9	9	<table border="1"><tr><td>0</td><td>0</td><td>0</td></tr><tr><td>1</td><td>1</td><td>1</td></tr><tr><td>2</td><td>2</td><td>2</td></tr><tr><td>3</td><td>3</td><td>3</td></tr><tr><td>4</td><td>4</td><td>4</td></tr><tr><td>5</td><td>5</td><td>5</td></tr><tr><td>6</td><td>6</td><td>6</td></tr><tr><td>7</td><td>7</td><td>7</td></tr><tr><td>8</td><td>8</td><td>8</td></tr><tr><td>9</td><td>9</td><td>9</td></tr></table>	0	0	0	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7	8	8	8	9	9	9
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Then fill in the matching circles																																																																																													

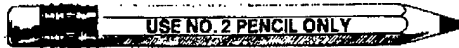
VIII MILITARY LIFE

142. How do you feel about the amount of time you spend on each activity listed below? Mark one for each activity.

	I Spend Too Much Time	I Spend About the Right Amount of Time	I Don't Spend Enough Time	Does Not Apply
a. Your civilian job				<input type="radio"/>
b. Family activities				<input type="radio"/>
c. Leisure activities				<input type="radio"/>
d. Guard/Reserve activities				<input type="radio"/>
e. Community activities				<input type="radio"/>

143. The Guard/Reserve are developing new information materials. Below is a list of topics that might be included. How interested would you be in receiving such materials? Please mark your interest in information about each topic.

For each item, mark if you are:	Very Interested	Interested	Somewhat Interested	Not Interested At All
a. Retirement benefits				<input type="radio"/>
b. Survivor Benefit Plan				<input type="radio"/>
c. Family benefits in the Guard/Reserve				<input type="radio"/>
d. Mobilization procedures for dependents				<input type="radio"/>
e. Selected Reserve GI Bill Educational Assistance				<input type="radio"/>
f. Soldiers/Sailors Civil Relief				<input type="radio"/>
g. Dental Insurance				<input type="radio"/>
h. Medical Insurance				<input type="radio"/>
i. Mobilization Preparations for Small Business Owners and Partners/Independent Practitioners				<input type="radio"/>



144. All things considered, please indicate your level of satisfaction or dissatisfaction with each feature of the Guard/Reserve listed below.

For each item, mark if you are:	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied
a. Military pay and allowances		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commissary privileges		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Exchange privileges		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Morale/welfare/recreation privileges		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time required at Guard/Reserve activities		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Military retirement benefits		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Unit social activities		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Opportunities for education/training		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Opportunity to serve one's country		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Acquaintances/friendships		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

145. Overall, how satisfied are you with the pay and benefits you receive for the amount of time you spend on Guard/Reserve activities?

Very Dissatisfied	Very Satisfied
1	7
2	
3	
4	
5	
6	

146. Overall, how satisfied are you with your participation in the Guard/Reserve?

Very Dissatisfied	Very Satisfied
1	7
2	
3	
4	
5	
6	

147. We're interested in any comments you'd like to make about Guard/Reserve personnel policies, whether or not the topic was covered in this survey.

DO YOU HAVE ANY COMMENTS?

- No
Yes - Please fill out the COMMENT SHEET on page 23.

**THANK YOU VERY MUCH FOR
ANSWERING THIS SURVEY.
PLEASE RETURN IT IN THE
ENVELOPE PROVIDED.**



COMMENT SHEET

Please provide us with comments you may have regarding Reserve policies or Reserve activities in general in the space below. Before commenting, please fill in one circle in each section.

Your Rank

- ☐ Officer
☐ Enlisted

Your Component

- ☐ Army National Guard (ARNG)
☐ Army Reserve (USAR)
☐ Naval Reserve (USNR)
☐ Marine Corps Reserve (USMCR)
☐ Air National Guard (ANG)
☐ Air Force Reserve (USAFR)
☐ Coast Guard Reserve (USCGR)

1992 Reserve Components Survey of Enlisted Personnel

The National Guard and Reserve Components are conducting a survey of Guard/Reserve personnel. You have been selected to participate in this important survey. Please read the instructions before you begin the questionnaire.

PRIVACY NOTICE

AUTHORITY: 10 U.S.C. 136

PRINCIPAL PURPOSE OR PURPOSES: Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by the Guard and Reserve Components members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the environment for Reserve Components members and families.

ROUTINE USES: None

DISCLOSURE: Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. It will not be disclosed to others or used for any other purpose. Only group statistics will be reported.

Your participation in the survey is voluntary. Failure to respond to any questions will not result in any penalty. However, your participation is encouraged so that the data will be complete and representative.

OFFICE USE ONLY

☐ PN
☐ NR
☐ RF
☐ NE

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.



- Make heavy black marks that fill the circle for your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS



CORRECT MARK



- Sometimes you will be asked to "Mark one." When this instruction appears, mark the one best answer.

Example:

In what month are you completing the survey?

- ☐ August
- ☒ September
- ☐ October
- ☐ November
- ☐ December
- ☐ January
- ☐ February

If your answer is "September," then just mark that one circle.

- Sometimes you will be asked to "Mark all that apply." When this instruction appears, you may mark more than one answer.

Example:

In which components have you served? Mark all that apply.

- ☒ Active Army (USA)
- ☐ Army National Guard (ARNG)
- ☒ Army Reserve (USAR)
- ☐ Active Navy (USN)
- ☐ Naval Reserve (USNR)
- ☐ Active Air Force (USAF)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Active Marine Corps (USMC)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Active Coast Guard (USCG)
- ☐ Coast Guard Reserve (USCGR)

If your answer is "Active Army (USA)" and "Army Reserve (USAR)," then mark the two circles clearly.

- Answers to some of the questions will be on a SEVEN-POINT SCALE.

Example:

How satisfied are you with the opportunities you have for promotion in your unit?



If your answer is "VERY DISSATISFIED," you would darken the circle for number 1.

If your answer is "VERY SATISFIED," you would darken the circle for number 7.

If your opinion is somewhere in between, you would darken the circle for number 2 or 3 or 4 or 5 or 6.

- If you are asked to give numbers for your answer, please record as shown below.

Example:

How old were you on your last birthday?

If your answer is 24...

Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.

Fill in the unused boxes with zeros.

Then darken the circle for the matching number below each box.

Write the number in the boxes →

Age Last Birthday	
2	4
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

Then fill in the matching circles →



I LOCATION

1. ... what month are you completing the survey?
Mark one.

☐ August
☐ September
☐ October
☐ November
☐ December
☐ January
☐ February

2. Which of the following best describes the type of place where you are living now? Mark one.

☐ In military housing on a base/installation
☐ In a large city (over 250,000)
☐ In a suburb near a large city
☐ In a medium-sized city (50,000-250,000)
☐ In a suburb near a medium-sized city
☐ In a small city or town (under 50,000)
☐ On a farm or ranch
☐ In a rural area but not on a farm or ranch

3. How long have you lived in your present neighborhood? Mark one.

☒ Less than a year
☐ 1-2 years
☐ 2-3 years
☐ 3-5 years
☐ 5 years or more

II MILITARY BACKGROUND

4. Of which Reserve Component are you a member? Mark one.

☐ Army National Guard (ARNG)
☐ Army Reserve (USAR)
☐ Naval Reserve (USNR)
☐ Marine Corps Reserve (USMCR)
☐ Air National Guard (ANG)
☐ Air Force Reserve (USAFR)
☐ Coast Guard Reserve (USCGR)

5. What is your present pay grade? Mark one.

ENLISTED GRADES		OFFICER GRADES	
<input type="radio"/> E-1	<input type="radio"/> E-6	<input type="radio"/> W-1	<input type="radio"/> O-1
<input checked="" type="radio"/> E-2	<input type="radio"/> E-7	<input type="radio"/> W-2	<input type="radio"/> O-2
<input type="radio"/> E-3	<input type="radio"/> E-8	<input type="radio"/> W-3	<input type="radio"/> O-3
<input type="radio"/> E-4	<input type="radio"/> E-9	<input type="radio"/> W-4	<input type="radio"/> O-4
<input type="radio"/> E-5			<input type="radio"/> O-5
			<input type="radio"/> O-6
			<input type="radio"/> O-7 and above

6. When do you expect to get your NEXT PROMOTION to a higher pay grade? Mark one.

☐ In less than 3 months
☐ 3-6 months from now
☐ 7-9 months from now
☐ 10-12 months from now
☐ 13-18 months from now
☐ 19 months to 2 years from now
☐ 25 months to 3 years from now
☐ More than 3 years from now
☐ Does not apply, I don't expect any more promotions

7. Do you expect to receive a commission to Warrant Officer or Officer?

☐ I am a Warrant Officer or Officer
☐ Yes
☐ No

8. In what year did you first enter any branch of the military? (If you first entered in the Active Force, record the year you first entered the Active Force.)

Write the number in the boxes →

19

Then fill in the matching circles →

Year
0
1
2
3
4
5
6
7
8
9

9. When you first entered the military, in which component did you serve? Do not include as active service, service for basic and initial training only. Mark one.

☐ Active Army (USA)
☐ Army National Guard (ARNG)
☐ Army Reserve (USAR)
☐ Active Navy (USN)
☐ Naval Reserve (USNR)
☐ Active Air Force (USAF)
☐ Air National Guard (ANG)
☐ Air Force Reserve (USAFR)
☐ Active Marine Corps (USMC)
☐ Marine Corps Reserve (USMCR)
☐ Active Coast Guard (USCG)
☐ Coast Guard Reserve (USCGR)

10. In which components have you served? Do not include as active service, service for basic and initial training only. Mark all that apply.

- ☐ Active Army (USA)
- ☐ Army National Guard (ARNG)
- ☐ Army Reserve (USAR)
- ☐ Active Navy (USN)
- ☐ Naval Reserve (USNR)
- ☐ Active Air Force (USAF)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Active Marine Corps (USMC)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Active Coast Guard (USCG)
- ☐ Coast Guard Reserve (USCGR)

11. In all, to the nearest year, how long have you served in the Guard/Reserve? Do not include active duty years.

- ☐ Less than 1 year

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

12. In all, to the nearest year, how long did you serve in the Active Force/on active duty? Do not include your initial active duty training for the Guard/Reserve. Include service as FTS-AGR/TAR.

- ☐ I have never served in the Active Force
- ☐ Less than 1 year

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

13. When you finally leave the Guard/Reserve, how many total years of service do you expect to have? (Include active duty years.)

Years	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

14. Are you in a different unit now than you were two years ago? Mark one.

- ☐ I have not been in the Guard/Reserve for two years, GO TO QUESTION 17
- ☐ No, I am in the same unit, GO TO QUESTION 17
- ☐ Yes, in a different unit but in the same component
- ☐ Yes, in a different unit in a different component

15. Why did you change units? Mark all that apply.

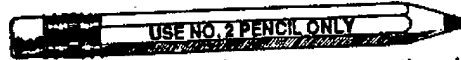
- ☐ I was offered a promotion
- ☐ Promotion was more likely in a new unit
- ☐ I relocated away from the previous unit
- ☐ I wanted to retrain in a different skill
- ☐ I liked the job better in my new unit
- ☐ I liked the people better in my new unit
- ☐ My old unit was disestablished
- ☐ Other reasons

16. Did you have to retrain in a new skill when you changed units?

- ☐ Yes
- ☐ No

17. Were you mobilized/activated/called-up as a Reservist during Operation Desert Shield/Desert Storm? Mark all that apply.

- ☐ No, GO TO QUESTION 19
- ☐ Yes, deployed to Persian Gulf area
- ☐ Yes, deployed to other overseas location
- ☐ Yes, deployed in the United States
- ☐ Yes, stayed in my local community



18. How many months were you mobilized/activated/called-up?

Number Months

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

22. In what month and year will you complete your current term of service (or extension) in the Selected Reserve (ETS)?

A
Month

- ☐ January
☐ February
☐ March
☐ April
☐ May
☐ June
☐ July
☐ August
☐ September
☐ October
☐ November
☐ December

B
Year

199

0
1
2
3
4
5
6
7
8
9

☐ Don't know

III MILITARY PLANS

19. At the time of your enlistment or your most recent reenlistment (or extension) in the Guard/Reserve, how many years of Selected Reserve service did you sign up for? Mark one.

- ☐ No set number of years
☐ 1 year or less
☐ 2 years
☐ 3 years
☐ 4 years
☐ 5 years
☐ 6 years
☐ 7 years
☐ 8 years
☐ Don't know

20. At the time of your enlistment or most recent reenlistment, did you receive a bonus? Mark one.

- ☐ No
☐ Yes, enlistment or affiliation bonus
☐ Yes, reenlistment bonus

21. If you were eligible to reenlist this year, would you receive a bonus for reenlisting?

- ☐ Yes
☐ No
☐ Don't know

23. How likely are you to REENLIST OR EXTEND at the end of your current term of service? Assume that all special pays which you currently receive are still available. Mark one.

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain

24. Below are some reasons people have for DECIDING TO LEAVE the National Guard/Reserve. If you decide to leave the Guard/Reserve at the end of your current term, which of these would be your most important reason for leaving? Which would be your second most important reason for leaving? (Mark one reason under each column.)

I WOULD LEAVE THE GUARD/RESERVE BECAUSE:

(A) Most Important Reason (B) Second Most Important Reason

- | | | |
|--|-----------------------|-----------------------|
| a. I am not eligible to reenlist | <input type="radio"/> | <input type="radio"/> |
| b. I am moving to another area | <input type="radio"/> | <input type="radio"/> |
| c. It is too hard to get to my Guard/Reserve unit | <input type="radio"/> | <input type="radio"/> |
| d. I need the time for my education | <input type="radio"/> | <input type="radio"/> |
| e. My unit drills conflict with my civilian job | <input type="radio"/> | <input type="radio"/> |
| f. My unit drills conflict with my family activities | <input type="radio"/> | <input type="radio"/> |
| g. I want more leisure time | <input type="radio"/> | <input type="radio"/> |
| h. I don't like my unit's training | <input type="radio"/> | <input type="radio"/> |
| i. My unit doesn't have modern equipment for training | <input type="radio"/> | <input type="radio"/> |
| j. I'm bored with unit activities | <input type="radio"/> | <input type="radio"/> |
| k. The pay is too low | <input type="radio"/> | <input type="radio"/> |
| l. Promotions are too slow | <input type="radio"/> | <input type="radio"/> |
| m. I've had too many problems getting paid | <input type="radio"/> | <input type="radio"/> |
| n. Problems caused by mobilization/activation/deployment | <input type="radio"/> | <input type="radio"/> |

25. How likely are you to stay in the Guard/Reserve until qualified for retirement? Assume that all special pays which you currently receive are still available. Mark one.

- ☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain

26. Do you plan to elect the Reserve Components Survivor Benefit Plan (SBP) when eligible?

- ☐ Does not apply, I don't plan to remain until 20 years
☐ I have already elected to participate
☐ I have already elected not to participate
☐ Yes, upon receipt of my 20-year letter
☐ Yes, when I am 60 years old
☐ No
☐ Uncertain, I am not aware of the plan at all
☐ Uncertain, I don't understand the plan clearly
☐ Uncertain, I have not made up my mind

27. How concerned are you about the following as a result of current talk about force reductions in the Guard/Reserve? Mark one for each item.

- | | Very Greatly Concerned | Greatly Concerned | Moderately Concerned | Somewhat Concerned | Not At All Concerned |
|---|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Your long-term opportunities in the Guard/Reserve | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The financial burden on you and/or your family should you have to leave the Guard/Reserve unexpectedly | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Impact of my unit closing on my community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

28. The questions below are about your preparedness. Mark one for each item.

- | | Yes | No | Don't Know | Does Not Apply |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Do you have a current written will? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Does anyone currently hold your power-of-attorney? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Do you have life insurance other than SGLI/VGLI? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Have you filled out a record of emergency data? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Does your spouse or next-of-kin know where to find your papers? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Do you verify/update annually your record of emergency data? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



29. If you were to be called up, how much of a problem would each of the following be for you or your family?
Mark one number for each item.

	A Serious Problem					Not A Problem	Don't Know	Does Not Apply
a. Employer problems at the beginning of the mobilization/activation/call-up	1	2	3	4	5	6	7	
b. Employer problems when you returned to your job	1	2	3	4	5	6	7	
c. Getting the same job back after returning	1	2	3	4	5	6	7	
d. Loss of civilian health benefits during the call-up	1	2	3	4	5	6	7	
e. Loss of seniority, promotion opportunity, or job responsibility on civilian job	1	2	3	4	5	6	7	
f. Loss of income during the call-up	1	2	3	4	5	6	7	
g. Attitudes of supervisor or co-workers upon return	1	2	3	4	5	6	7	
h. Business or medical practice would be damaged	1	2	3	4	5	6	7	
i. Problems for patients, clients, customers	1	2	3	4	5	6	7	
j. Spouse would need work but would not find job	1	2	3	4	5	6	7	
k. Increased family problems	1	2	3	4	5	6	7	
l. Increased chances for a marital separation or divorce	1	2	3	4	5	6	7	
m. Problems for children	1	2	3	4	5	6	7	
n. Burden on spouse	1	2	3	4	5	6	7	
o. Child care during the call-up	1	2	3	4	5	6	7	

30. People participate in the Guard/Reserve for many reasons. How much have each of the following contributed to your most recent decision to stay in the Guard/Reserve? Mark one for each item.

	Major Contribution	Moderate Contribution	Minor Contribution	No Contribution
a. Serving the country				
b. Using educational benefits				
c. Obtaining training in a skill that would help get a civilian job				
d. Serving with the people in the unit				
e. Getting credit toward Guard/Reserve retirement				
f. Promotion opportunities				
g. Opportunity to use military equipment				
h. Challenge of military training				
i. Needed the money for basic family expenses				
j. Wanted extra money to use now				
k. Saving income for the future				
l. Travel/get away opportunities				
m. Just enjoyed the Guard/Reserve				
n. Pride in my accomplishments in the Guard/Reserve				

Days	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- Then mark the matching circle below each box. →

0	0	0
1	1	1
2	2	2
3	3	3
	4	4
	5	5
	6	6
	7	7
	8	8
	9	9

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

\$.00
0	0	0	0	0		
1	1	1	1	1		
2	2	2	2	2		
3	3	3	3	3		
4	4	4	4	4		
5	5	5	5	5		
6	6	6	6	6		
7	7	7	7	7		
8	8	8	8	8		
9	9	9	9	9		

41. In an average month in 1991, how often did you and/or your spouse use each of the following? Mark one for each item.

TIMES USED IN AVERAGE MONTH

	Not Used	Once	Twice	Three to Five Times	Six Times or More
a. Commissary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Other military facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42. Which of the following limit your and/or your spouse's use of the commissary and exchange? Mark all that apply in each column.

	A. Commissary	B. Exchange
Prices	<input type="radio"/>	<input type="radio"/>
Stock	<input type="radio"/>	<input type="radio"/>
Hours	<input type="radio"/>	<input type="radio"/>
Distance	<input type="radio"/>	<input type="radio"/>
Military does not allow more frequent use	<input type="radio"/>	<input type="radio"/>

43. Are you now eligible for educational benefits as a result of military service? Mark all that apply.

- ☐ No, GO TO QUESTION 45
☐ Yes, State benefits for my Guard/Reserve service
☐ Yes, Montgomery GI Bill for Selected Reserve
☐ Yes, Active Force benefits (VEAP, GI Bill)
☐ Don't know/am not sure

44. Which educational benefits are you now using? Mark all that apply.

- ☐ None
☐ State benefits for Guard/Reserve
☐ Montgomery GI Bill for Selected Reserve
☐ Active Force benefits (VEAP, GI Bill)

45. Which of the following medical/hospitalization coverages do you have? Mark all that apply.

- ☐ My spouse's active duty military coverage
☐ My active duty military coverage
☐ Veterans' (VA) coverage
☐ My civilian employer's health care plan
☐ My spouse's civilian employer's plan
☐ Other private coverage
☐ None, GO TO QUESTION 47

46. How would you rate the coverage provided by the civilian medical insurance which you have?

- ☐ Does not apply, I do not have civilian medical insurance
☐ Excellent
☐ Good
☐ Fair
☐ Poor

47. If it were available through your membership in the Guard or Reserve, would you be interested in purchasing medical insurance?

- ☐ Yes, for myself and my family
☐ Yes, for myself only
☐ Not sure
☐ No, GO TO QUESTION 49

48. If you could buy medical insurance through Guard/Reserve participation, what is the maximum premium cost you would be willing to pay per month?

- ☐ Less than \$50 per month
☐ \$50 per month
☐ \$100 per month
☐ \$150 per month
☐ \$200 per month
☐ \$250 or more per month

49. How much did you spend on health care services and products (for you and your family) last year? Include CHAMPUS deductions, civilian insurance premiums, and drugs, etc. Do not include dental care.

- ☐ Less than \$100
☐ \$100 to \$500
☐ \$501 to \$1,000
☐ \$1,001 to \$1,500
☐ \$1,501 to \$2,500
☐ More than \$2,500
☐ Don't know

50. Which of the following dental coverages do you have? Mark all that apply.

- ☐ My spouse's active duty military coverage
☐ My active duty military coverage
☐ Veterans' (VA) coverage
☐ My civilian employer's dental plan
☐ My spouse's civilian employer's plan
☐ Other private coverage
☐ None, GO TO QUESTION 52

51. How would you rate the coverage provided by the civilian dental insurance which you have?

- ☐ Does not apply, I do not have civilian dental insurance
☐ Excellent
☐ Good
☐ Fair
☐ Poor

52. If it were available through your membership in the Guard or Reserve, would you be interested in purchasing dental insurance?

- ☐ Yes, for myself and my family
☐ Yes, for myself only
☐ Not sure
☐ No, GO TO QUESTION 54

53. If you could buy dental insurance through monthly withholding from your Reserve paycheck, what is the maximum premium cost you would be willing to pay per month?

- ☐ Less than \$25 per month
- ☐ \$50 per month
- ☐ \$100 per month
- ☐ \$150 per month
- ☐ \$200 per month
- ☐ \$250 or more per month

54. How much did you spend for dental treatment (for you and your family) last year? (Include civilian premiums as well as direct payments for treatment.)

- ☐ Less than \$100
- ☐ \$100 - \$200
- ☐ \$201 - \$300
- ☐ \$301 - \$500
- ☐ \$501 - \$800
- ☐ \$801 - \$1,000
- ☐ \$1,001 - \$2,000
- ☐ More than \$2,000
- ☐ Don't know

55. How much of a problem is each of the following for your unit in meeting your unit's training objectives? Please mark the number which shows your opinion on the lines below. For example, people who feel that an item is **Not A Problem** would mark 7. People who feel that an item is **A Serious Problem** would mark 1. Others may have opinions somewhere between 1 and 7. Mark one for each item.

	A Serious Problem						Not A Problem	Don't Know
a. Out-of-date equipment/weapons	1	2	3	4	5	6	7	8
b. Poor mechanical condition of equipment/weapons	1	2	3	4	5	6	7	8
c. Being below strength in <u>Grades E-1 - E-4</u>	1	2	3	4	5	6	7	8
d. Being below strength in <u>Grades E-5 - E-9</u>	1	2	3	4	5	6	7	8
e. Not enough staff resources to plan effective training	1	2	3	4	5	6	7	8
f. Low attendance of unit personnel at <u>Unit Drills</u>	1	2	3	4	5	6	7	8
g. Low attendance of unit personnel at <u>Annual Training/ACDUTRA</u>	1	2	3	4	5	6	7	8
h. Ineffective training during <u>Annual Training/ACDUTRA</u>	1	2	3	4	5	6	7	8
i. Shortage of MOS/Rating/Specialty/AFSC qualified personnel	1	2	3	4	5	6	7	8
j. Low quality of personnel in low grade unit drill positions	1	2	3	4	5	6	7	8
k. Not enough drill time to practice skills	1	2	3	4	5	6	7	8
l. Not enough time to plan training objectives and get all administrative paperwork done	1	2	3	4	5	6	7	8
m. Lack of access to good training facilities and grounds	1	2	3	4	5	6	7	8
n. Lack of good instruction manuals and materials	1	2	3	4	5	6	7	8
o. Lack of supplies, such as ammunition, gasoline, etc.	1	2	3	4	5	6	7	8
p. Excessive turnover of unit personnel	1	2	3	4	5	6	7	8
q. Inability to schedule effective unit annual training due to gaining command's operating schedule	1	2	3	4	5	6	7	8
r. Uncertainty about future status of unit	1	2	3	4	5	6	7	8

PLEASE CHECK: HAVE YOU MARKED A CIRCLE FOR EACH ITEM?

56. How do you usually get to the place of regular military duty or drills? Mark one.

- ☐ Drive myself
- ☐ Driven by spouse
- ☐ Driven by another family member
- ☐ Car pool
- ☐ Civilian air transportation
- ☐ Military air transportation
- ☐ Other public transportation
- ☐ Taxi
- ☐ Walk
- ☐ Other

57. How long does it usually take you to get from home to the place where your unit meets/drills? Mark one.

- ☐ 0-19 minutes
- ☐ 20-39 minutes
- ☐ 40-59 minutes
- ☐ 1-2 hours
- ☐ 2-3 hours
- ☐ 3-6 hours
- ☐ 6 hours or more



FOR QUESTION 58 TO QUESTION 67 BELOW, PLEASE MARK THE NUMBER WHICH SHOWS YOUR OPINION ON THE LINE FOLLOWING EACH QUESTION. For example, people who are Very Satisfied would mark 7. People who are Very Dissatisfied would mark 1. Others may have opinions somewhere between 1 and 7.

58. How satisfied are you with the training received during your unit drills?

Very Dissatisfied Very Satisfied
1—2—3—4—5—6—7

59. How satisfied are you with the opportunities you have to use your MOS/Designator/Rating/Specialty/AFSC skills during unit drills?

Very Dissatisfied Very Satisfied
1—2—3—4—5—6—7

60. How satisfied are you with the opportunities you have for promotion in your unit?

Very Dissatisfied Very Satisfied
1—2—3—4—5—6—7

61. How satisfied are you with your opportunities for leadership in your unit?

Very Dissatisfied Very Satisfied
1—2—3—4—5—6—7

62. In general, how would you describe the weapons or equipment your unit uses during your unit drills?

Out-of-Date Up-to-Date
1—2—3—4—5—6—7

63. In general, how would you describe the mechanical condition of the weapons and equipment your unit uses during training?

Poor Excellent
1—2—3—4—5—6—7

64. Overall, how satisfied were you with your unit's activities at 1991 Annual Training/ACDUTRA?

☐ Does not apply, I didn't attend 1991 Annual Training/ACDUTRA

Very Dissatisfied Very Satisfied
1—2—3—4—5—6—7

- In general, how would you describe the morale of military personnel in your unit?

Morale is Very Low Morale is Very High
1—2—3—4—5—6—7

65. In general, how satisfied are you with the supervision and direction given during unit drills?

Very Dissatisfied Very Satisfied
1—2—3—4—5—6—7

67. How do you feel about not going to the Persian Gulf area during Operation Desert Storm/Desert Shield?

☐ Does not apply, I went to the Persian Gulf area

Very Displeased Very Pleased
1—2—3—4—5—6—7

68. How long have you been in your present unit?

☐ Less than 1 year

Years
In Present Unit

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8

69. How likely is it that another conflict requiring a Reserve call-up will occur in the next 5 years?

☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain

70. How likely is it that you would be called-up if such a mobilization occurred?

☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain



V INDIVIDUAL AND FAMILY CHARACTERISTICS

71. If you were mobilized for 30 days or more, would your total income:

- ☐ Increase greatly
- ☐ Increase somewhat
- ☐ Remain the same
- ☐ Decrease somewhat
- ☐ Decrease greatly

72. If mobilized, would you mobilize with your present unit?

- ☐ Yes
- ☐ No
- ☐ Don't know

73. If mobilized, would your military duties be the same as your current duties when attending Annual Training/ACDUTRA?

- ☐ Yes
- ☐ No
- ☐ Don't know

74. Are you Army or Air Force National Guard or Reserve?

- ☐ Yes
- ☐ No, GO TO QUESTION 78

75. Are you a military technician, i.e., a civilian employee of the Army or Air Force National Guard or Reserve?

- ☐ Yes
- ☐ No, GO TO QUESTION 78

76. How long have you been employed as a military technician?

- ☐ Less than 1 year

Years
as Technician

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8

77. Do you drill with the same unit that you work in as a technician?

- ☐ Yes
- ☐ No

78. Are you male or female?

- ☐ Male
- ☐ Female

79. How old were you on your last birthday?

Age Last
Birthday

0
1
2
3
4
5
6
7
8

80. Where were you born?

- ☐ In the United States
- ☐ Outside the United States to military parents
- ☐ Outside the United States to non-military parents

81. Are you an American citizen?

- ☐ Yes
- ☐ No, resident alien
- ☐ No, not a resident alien

82. Did you vote in the last local election? In the last Presidential election?

A. LAST LOCAL ELECTION

- ☐ Yes, in person at the polls
- ☐ Yes, by absentee ballot
- ☐ No

B. LAST PRESIDENTIAL ELECTION

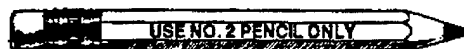
- ☐ Yes, in person at the polls
- ☐ Yes, by absentee ballot
- ☐ No

83. Are you of Spanish/Hispanic origin or descent?

- ☐ Yes
- ☐ No

84. Are you:

- ☐ American Indian/Alaskan Native
- ☐ Black/Negro/African-American
- ☐ Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander
- ☐ White/Caucasian
- ☐ Other



85. AS OF TODAY, what is the highest school grade or academic degree that you have? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark one.

- ☐ Less than 12 years of school (no diploma)
☐ GED or other high school equivalency certificate
☐ High school diploma
☐ Some college, but did not graduate
☐ 2-year college degree
☐ 4-year college degree (BA/BS)
☐ Some graduate school
☐ Master's degree (MA/MS)
☐ Doctoral degree (PhD/MD/LLB)
☐ Other degree not listed above

86. If you are now attending civilian schooling, what kind of school is it? Mark all that apply.

- ☐ Does not apply, I do not attend school
☐ Vocational/trade/business or other career training school
☐ Junior or community college (2-year)
☐ Four-year college or university
☐ Graduate/professional school
☐ Other

87. What is the highest school grade or academic degree that you think you will complete in the future? Mark one.

- ☐ Does not apply, I don't plan to attend school in the future
☐ Less than 12 years of school (no diploma)
☐ GED or other high school equivalency certificate
☐ High school diploma
☐ Some college, but will not graduate
☐ 2-year college degree
☐ 4-year college degree (BA/BS)
☐ Some graduate school
☐ Master's degree (MA/MS)
☐ Doctoral degree (PhD/MD/LLB)
☐ Other degree not listed above

88. Have your parents (or guardians), brothers or sisters (include step-brothers and step-sisters) served in or retired from the military? (include Guard/Reserve.) Mark all that apply.

	A. Father	B. Mother	C. Brother(s)	D. Sister(s)
Never served	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Currently serving in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Served less than 8 years and separated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Served more than 8 years (but not retired)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retired from the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

89. What is your current marital status?

Mark only one answer.

- ☐ Married for the first time
☐ Remarried
☐ Separated
☐ Widowed, GO TO QUESTION 100
☐ Divorced, GO TO QUESTION 100
☐ Never married, GO TO QUESTION 100

90. Is your spouse currently serving on active duty in the Armed Forces or in the Reserve/Guard?

- ☐ No ☐ Yes, in a Reserve/Guard Component

Yes, on active duty in the:

- ☐ Regular Army ☐ Regular Marine Corps
☐ Regular Navy ☐ Regular Air Force
☐ Regular Coast Guard

91. Has your current spouse ever served in the U.S. Armed Forces, either on active duty or in the Reserve?

- ☐ No, spouse never served
☐ Yes, spouse is retired from Service
☐ Yes, spouse is separated from Service
☐ Yes, spouse is now in Service

92. How many years have you been married to your current spouse?

- ☐ Less than 1 year

Years Married

9	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

93. How old was your current spouse on her or his last birthday?

Age Last Birthday

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

94. Does your spouse speak English as the main language at home?

- ☐ Yes
☐ No

USE NO. 2 PENCIL ONLY

FOR QUESTIONS 95 AND 96 PLEASE MARK THE NUMBER WHICH SHOWS YOUR OPINION ON THE LINE FOLLOWING EACH QUESTION.

95. How well do you and your spouse agree on your civilian career plans?

Very Well Not Well
At All
①—②—③—④—⑤—⑥—⑦

96. How well do you and your spouse agree on your military career plans?

Very Well Not Well
At All
①—②—③—④—⑤—⑥—⑦

97. How much of a problem for your family are each of the following? Mark one for each item.

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
a. Absence for weekend drills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Absence for Annual Training/ACDUTRA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Absence for extra time spent at Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98. What is your spouse's overall attitude toward your participation in the Guard/Reserve? Mark one.

- ☐ Very favorable
☐ Somewhat favorable
☐ Neither favorable nor unfavorable
☐ Somewhat unfavorable
☐ Very unfavorable

99. Has your spouse's support for your decision about staying in the military changed in the past year?

- ☐ Yes, increased
☐ No, decreased
☐ No, has not changed

101. Are arrangements for your dependents who live with you realistically workable for each of the following situations? Mark one for each item.

☐ Does not apply, my dependents do not live with me.

	Yes	Probably	No
a. Short-term emergency situation such as a mobilization exercise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Long-term situation such as being called-up or mobilized	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

102. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care?

- ☐ No
☐ Yes, temporarily
☐ Yes, permanently

103. If you are a single-parent or a military member married to military member, do you have a military family care plan?

- ☐ Does not apply
☐ Yes
☐ No

104. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- ☐ No
☐ Yes

105. Does this elderly relative live with you?

- ☐ Does not apply
☐ Yes
☐ No

EVERYBODY ANSWER:

100. How many dependents do you have in each age group? Do not include yourself or your spouse. For the purpose of this question, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half his or her support.

- ☐ Does not apply, I have no dependents,
 GO TO QUESTION 104

NUMBER OF DEPENDENTS

Age of dependent	None	1	2	3	4	5 or More
a. Under 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 1 year to under 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 2-5 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. 6-13 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 14-22 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. 23-64 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. 65 years or over	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

VI CIVILIAN WORK

YOUR OWN EXPERIENCE

106. Are you currently: Mark all that apply.

- ☐ Working full-time as an Army or Air Force Guard/Reserve technician, GO TO QUESTION 109
- ☐ Working full-time in a civilian job (not technician)
- ☐ Working part-time in a civilian job
- ☐ With a civilian job but not at work because of temporary illness, vacation, strike, etc.
- ☐ Self-employed in own business
- ☐ Unpaid worker (volunteer or in family business)
- ☐ Unemployed, laid off, looking for work
- ☐ Not looking for work but would like to work
- ☐ In school
- ☐ Retired
- ☐ A homemaker
- ☐ Other

107. What is your immediate (main) civilian supervisor's overall attitude toward your participation in the Guard/Reserve? Mark one.

- ☐ Does not apply, I am not working at a civilian job, GO TO QUESTION 109
- ☐ Does not apply, I am self-employed
- ☐ Very favorable
- ☐ Somewhat favorable
- ☐ Neither favorable nor unfavorable
- ☐ Somewhat unfavorable
- ☐ Very unfavorable

108. How much of a problem for your main employer (or for you, if self-employed) are each of the following? Mark one for each item.

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
a. Absence for weekend drills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Absence for Annual Training/ACDUTRA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Absence for extra time spent at Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Time spent while at civilian work on Guard/Reserve business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

THE NEXT QUESTIONS ARE ABOUT YOUR CIVILIAN JOB IN 1991. IF YOU HAD MORE THAN ONE JOB, PLEASE ANSWER THESE QUESTIONS FOR THE JOB WHERE YOU WORKED THE MOST HOURS PER WEEK FOR MOST OF THE YEAR.

109. What kind of work did you do; that is, what is your job called? For example, electrical engineer, construction worker, carpenter, high school teacher, typist, etc.

☐ I had no civilian job in 1991, GO TO QUESTION 122

WRITE THE NAME OF YOUR JOB IN THE BOX BELOW.

KIND OF WORK/JOB TITLE:

110. Which of the following best describes your civilian employer in 1991? Mark one.

- ☐ Federal Government
- ☐ State Government
- ☐ Local Government (including public schools)
- ☐ Self-employed in own business
- ☐ Private firm with more than 500 employees
- ☐ Private firm with 100-499 employees
- ☐ Private firm with less than 100 employees
- ☐ Working without pay in family business or farm

111. What kind of organization did you work for in 1991? (For example, TV and radio, manufacturing, retail shoe store, police department, etc. Federal workers: enter the Agency, Department or Government Branch for which you work.)

WRITE THE KIND OF ORGANIZATION (BUSINESS/INDUSTRY) IN THE BOX BELOW. DO NOT WRITE THE NAME OF THE COMPANY.

KIND OF ORGANIZATION:

112. What was your Federal Government pay type and grade at the end of 1991? Mark both the pay type and number grade.

☐ Does not apply, I didn't work for the Federal Government

A. Pay Type

- ☐ SES or other executive pay
- ☐ GM
- ☐ GS
- ☐ WS
- ☐ WL
- ☐ WG
- ☐ US Postal Service
- ☐ Other

B. Number Grade

- ☐ 16 or higher ☐ 8
- ☐ 15 ☐ 7
- ☐ 14 ☐ 6
- ☐ 13 ☐ 5
- ☐ 12 ☐ 4
- ☐ 11 ☐ 3
- ☐ 10 ☐ 2
- ☐ 9 ☐ 1



113. In 1991, how many hours per week did you usually work at your (main) civilian job?

Hours Per Week Usually Worked

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

114. In 1991, how often did you work more than 40 hours per week at your (main) civilian job? Give your best estimate.

- ☐ None ☐ 10-14 weeks
☐ 1-4 weeks ☐ 15-19 weeks
☐ 5-9 weeks ☐ 20 or more weeks

115. In 1991, how were you paid when you worked over 40 hours a week? Mark one.

- ☐ Not paid extra for working over 40 hours
☐ Paid at my regular pay rate for all hours I worked
☐ Paid time-and-a-half
☐ Paid double time
☐ Paid more than double time

116. In 1991, what were your **USUAL WEEKLY EARNINGS** from your (main) civilian job or your own business before taxes and other deductions? Give your best estimate.

Weekly Earnings

\$.00
0	0	0	0	0	
1	1	1	1	1	
2	2	2	2	2	
3	3	3	3	3	
4	4	4	4	4	
5	5	5	5	5	
6	6	6	6	6	
7	7	7	7	7	
8	8	8	8	8	
9	9	9	9	9	

117. In 1991, how many days of paid vacation did you receive from your (main) civilian job?

Days of Paid Vacation

☐ I didn't receive paid vacation

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

118. In 1991, did you lose opportunities for overtime/extra pay because of your Guard/Reserve obligations?

- ☐ Yes, frequently
☐ Yes, occasionally
☐ No

119. Which of the following describes how you got time off from your civilian job to meet your Guard/Reserve obligations in 1991? Mark **all** that apply in each column.

- ☐ Does not apply, I was self-employed,
GO TO QUESTION 121

OBLIGATION

	A. Required Drills	B. Annual Training/ ACDUTRA	C. Military Schooling
--	--------------------------	--------------------------------------	-----------------------------

- Does not apply, I did not attend
I received military leave/leave of
absence
I used vacation days
My Guard/Reserve obligations
were on days on which I did
not work

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

120. Which of the following describes how you were paid for the time you took from your civilian job for Guard/Reserve obligations in 1991? Mark **all** that apply in each column.

OBLIGATIONS

	A. Required Drills	B. Annual Training/ ACDUTRA
--	--------------------------	--------------------------------------

- Does not apply, I did not attend
I received full civilian pay as well as
military pay
I received partial civilian pay as well as
military pay
I received only military pay
My Guard/Reserve obligations were on
days on which I did not work

<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>

- Amount Earned at Civilian Job**

\$.00
9	9	9	0	0		
1	1	1	1	1		
2	2	2	2	2		
3	3	3	3	3		
4	4	4	4	4		
5	5	5	5	5		
6	6	6	6	6		
7	7	7	7	7		
8	8	8	8	8		
9	9	9	9	9		

- ### Weeks Looking for Work

6	0
1	1
2	2
2	3
4	4
5	5
	6
	7
	8
	9

- ## B. YOUR SPOUSE'S WORK EXPERIENCE

- ☐ Working full-time in Federal civilian job
- ☐ Working full-time in civilian job (not technician or Federal)
- ☐ Working part-time in Federal civilian job
- ☐ Working part-time in civilian job (not Federal)
- ☐ Self-employed in his or her own business
- ☐ With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.
- ☐ Unpaid worker (volunteer or in family business)
- ☐ Unemployed, laid off, or looking for work
- ☐ In school
- ☐ Retired
- ☐ A homemaker
- ☐ Other

- ☐ In the Armed Forces, full-time Active Component, GO TO QUESTION 126
- ☐ In the Armed Forces, full-time Reserve Component (FTS-AGR/TAR), GO TO QUESTION 126
- ☐ Full-time as a Guard/Reserve technician in the Army or the Air Force, GO TO QUESTION 127
- ☐ Part-time in the Guard/Reserve, GO TO QUESTION 127
- ☐ None of the above, GO TO QUESTION 129

- ☐ No, remained at home installation,
GO TO QUESTION 129
- ☐ Yes, deployed to the Persian Gulf Area,
GO TO QUESTION 128
- ☐ Yes, deployed to other overseas location,
GO TO QUESTION 128

- ☐ No, GO TO QUESTION 129
☐ Yes, deployed to the Persian Gulf area
☐ Yes, deployed to other overseas location
☐ Yes, stayed in our local community
☐ Yes, served elsewhere in United States

- ### Months

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

USE NO. 2 PENCIL ONLY

129. In 1991, how many hours per week did YOUR SPOUSE work for pay, either full or part-time, at a civilian job? Give your best estimate.

☐ None, GO TO QUESTION 131

Hours Per Week

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

130. Altogether in 1991, what was the total amount that YOUR SPOUSE earned from a civilian job or his or her own business, BEFORE taxes and other deductions? Include earnings as a Guard/Reserve technician. Include commissions, tips, or bonuses. Give your best estimate.

☐ More than \$100,000
☐ None

Amount Earned by Spouse

\$

0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

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VII FAMILY RESOURCES

131. During 1991, did you or your spouse receive any income from the following sources? Mark "YES" or "NO" for each item.

RECEIVED

- | Yes | No | INCOME SOURCE |
|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | a. Interest and Dividends on Savings |
| <input type="radio"/> | <input type="radio"/> | b. Stocks, Bonds or Other Investments |
| <input type="radio"/> | <input type="radio"/> | c. Alimony, Child Support or Other Regular Contributions from Persons not Living in Your Household |
| <input type="radio"/> | <input type="radio"/> | d. Unemployment Compensation or Workers Compensation |
| <input type="radio"/> | <input type="radio"/> | e. Pensions from Federal, State or Local Government Employment |
| <input type="radio"/> | <input type="radio"/> | f. Pensions from Private Employer or Union |
| <input type="radio"/> | <input type="radio"/> | g. Veterans benefits or pensions |
| <input type="radio"/> | <input type="radio"/> | h. GI Bill |
| <input type="radio"/> | <input type="radio"/> | i. Social Security or Railroad Retirement |
| <input type="radio"/> | <input type="radio"/> | j. Supplemental Security Income |
| <input type="radio"/> | <input type="radio"/> | k. Public Welfare or Assistance |
| <input type="radio"/> | <input type="radio"/> | l. WIC (food programs for women, infants and children) |
| <input type="radio"/> | <input type="radio"/> | m. Government Food Stamps |
| <input type="radio"/> | <input type="radio"/> | n. Anything else <u>not</u> including earnings from wages or salaries |

132. During 1991, how much did you or your spouse receive from the income sources listed in Question 131? Do not include earnings from wages or salaries in this question. Give your best estimate.

☐ No income from sources in Question 131
☐ More than \$100,000

\$

0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

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133. Overall how do you feel about your/your family income; that is, all the money that comes to you and other members of your family living with you?

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

YOUR RESIDENCE

134. How far is your new principal residence from your last principal residence? Mark one.

- ☐ I have not moved since joining the Guard/Reserve
☐ Less than 50 miles
☐ 50 to 100 miles
☐ 101 to 250 miles
☐ 251 to 500 miles
☐ More than 500 miles

135. Do you RENT or OWN your principal residence?

- ☐ Neither, live in government-owned or leased housing
☐ Neither, live with friends/relatives and PAY NO COSTS, GO TO QUESTION 142
☐ Neither, live in other accommodations
☐ RENT
☐ OWN

136. How long have you RENTED or OWNED your residence?

- ☐ 3 months or less
☐ 4 to 6 months
☐ 7 to 12 months
☐ 13 to 24 months
☐ 25 to 36 months
☐ 37 to 48 months
☐ 49 to 59 months
☐ 5 to 10 years
☐ 11 to 20 years
☐ 21 or more years

If "RENT" continue with Question 137
 If "OWN" go to Question 138

137. How much TOTAL RENT is paid for your residence PER MONTH?

If you share the rent, enter the total rent paid by all occupants. (For example, if it is \$525 enter 0525 in the boxes and fill in the matching circles. Include RENT only. Other housing costs will be asked for later.)

Dollars Per Month

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

 .00

138. What is your monthly house payment for your residence? (Include the PRINCIPAL AND INTEREST on all mortgages or trusts, real estate TAXES and homeowner's INSURANCE. Also include land lease, mobile home lot rental, or berthing fees, if applicable. Other housing costs, such as utility and maintenance costs, etc., will be asked for later. Example: If your payment is \$890, enter 0890 in the boxes, then fill in the matching circles.)

Dollars Per Month

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

 .00

139. Over the last 12 months, what was the AVERAGE MONTHLY cost of all utilities (except telephone and cable TV) paid separately from other rental or home ownership costs?

- ☐ DOES NOT APPLY, No utilities are paid separately
☐ Do not have a basis for estimating utility costs

For each utility, add all costs for the LAST 12 MONTHS and divide by 12. (If you do not know the costs for all 12 months, please estimate.)

Enter the average monthly cost for each utility in the space below, then enter the TOTAL at the right.

Monthly Average	
Electricity	\$ _____
Natural Gas/Propane	\$ _____
Fuel Oil	\$ _____
Wood/Coal	\$ _____
Water/Sewer	\$ _____
Garbage	\$ _____
Total	\$ _____

Dollars Per Month

\$

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

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140. Enter the AVERAGE MONTHLY maintenance cost paid for the UPKEEP of the residence. Round off to the nearest dollar.

☐ No maintenance costs are paid separately

- INCLUDE only maintenance such as plumbing, electrical, heating/cooling system or structural repairs, yard upkeep, etc.
 - DO NOT INCLUDE the cost of home improvements (e.g., remodeling, new roof, new furnace, major appliances), new shrubs, new fences, or other additions.
- Example: If your cost is \$25 per month, enter 025 in the boxes, then fill in the matching circles.

Dollars Per Month

\$

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

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141. Enter the AVERAGE MONTHLY cost of any of the following housing expenses for the residence, condominium fee, homeowner's association fee, property and hazard insurance, if NOT included in Question 137 or Question 138.

Fill in the grid for EACH expense you do have or mark "None" for EACH expense you do not have.

	Condominium Fee	Homeowner's Assoc. Fee	Property & Hazard Insurance																																																																																										
Dollars per Month	<input type="radio"/> None <table border="1"> <tr><td>0</td><td>0</td><td>0</td></tr> <tr><td>1</td><td>1</td><td>1</td></tr> <tr><td>2</td><td>2</td><td>2</td></tr> <tr><td>3</td><td>3</td><td>3</td></tr> <tr><td>4</td><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td><td>8</td></tr> <tr><td>9</td><td>9</td><td>9</td></tr> </table>	0	0	0	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7	8	8	8	9	9	9	<input type="radio"/> None <table border="1"> <tr><td>0</td><td>0</td><td>0</td></tr> <tr><td>1</td><td>1</td><td>1</td></tr> <tr><td>2</td><td>2</td><td>2</td></tr> <tr><td>3</td><td>3</td><td>3</td></tr> <tr><td>4</td><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td><td>8</td></tr> <tr><td>9</td><td>9</td><td>9</td></tr> </table>	0	0	0	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7	8	8	8	9	9	9	<input type="radio"/> None <table border="1"> <tr><td>0</td><td>0</td><td>0</td></tr> <tr><td>1</td><td>1</td><td>1</td></tr> <tr><td>2</td><td>2</td><td>2</td></tr> <tr><td>3</td><td>3</td><td>3</td></tr> <tr><td>4</td><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td><td>8</td></tr> <tr><td>9</td><td>9</td><td>9</td></tr> </table>	0	0	0	1	1	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6	6	7	7	7	8	8	8	9	9	9
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Write the numbers in the boxes

Then fill in the matching circles

VIII MILITARY LIFE

142. How do you feel about the amount of time you spend on each activity listed below? Mark one for each activity.

	I Spend Too Much Time	I Spend About the Right Amount of Time	I Don't Spend Enough Time	Does Not Apply
a. Your civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Community activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

143. The Guard/Reserve are developing new information materials. Below is a list of topics that might be included. How interested would you be in receiving such materials? Please mark your interest in information about each topic.

For each item, mark if you are:	Very Interested	Interested	Somewhat Interested	Not Interested At All
a. Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Survivor Benefit Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Family benefits in the Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Mobilization procedures for dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Selected Reserve GI Bill Educational Assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Soldiers/Sailors Civil Relief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Dental Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Medical Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Mobilization Preparations for Small Business Owners and Partners/Independent Practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

144. All things considered, please indicate your level of satisfaction or dissatisfaction with each feature of the Guard/Reserve listed below.

For each item, mark if you are:	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied
a. Military pay and allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commissary privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Exchange privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Morale/welfare/recreation privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time required at Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Military retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Unit social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Opportunities for education/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Opportunity to serve one's country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Acquaintances/friendships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

145. Overall, how satisfied are you with the pay and benefits you receive for the amount of time you spend on Guard/Reserve activities?

Very Dissatisfied		Very Satisfied
①	②—③—④—⑤—⑥—⑦	

146. Overall, how satisfied are you with your participation in the Guard/Reserve?

Very Dissatisfied		Very Satisfied
①	②—③—④—⑤—⑥—⑦	

147. We're interested in any comments you'd like to make about Guard/Reserve personnel policies, whether or not the topic was covered in this survey.

DO YOU HAVE ANY COMMENTS?

- ☐ No
☐ Yes — Please fill out the COMMENT SHEET on page 23.

**THANK YOU VERY MUCH FOR
 ANSWERING THIS SURVEY.
 PLEASE RETURN IT IN THE
 ENVELOPE PROVIDED.**

COMMENT SHEET

Please provide us with comments you may have regarding Reserve policies or Reserve activities in general in the space below. Before commenting, please fill in one circle in each section.

My Rank

- ☐ Officer
- ☐ Enlisted

Your Component

- ☐ Army National Guard (ARNG)
- ☐ Army Reserve (USAR)
- ☐ Naval Reserve (USNR)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Coast Guard Reserve (USCGR)

1992 Reserve Components Survey of Spouses

The National Guard and Reserve Components are conducting a survey of people married to military personnel from the Reserve Components to find out about their experiences. You have been selected to participate in this important survey. Please read the instructions on the next page before you begin the questionnaire.

PRIVACY NOTICE

AUTHORITY: 10 U.S.C. 136

PRINCIPAL PURPOSE OR PURPOSES:

Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by the Guard and Reserve Components members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the environment for Reserve Components members and families.

ROUTINE USES: None

DISCLOSURE: Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. It will not be disclosed to others or used for any other purpose. Only group statistics will be reported. Your responses will not influence your spouse's career.

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0340), Washington, DC 20503. Please do not return survey to either of these addresses. Return your completed survey in the envelope provided.



OFFICE USE ONLY

- ☐ PN
- ☐ NR
- ☐ RF
- ☐ NE

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a **No. 2 pencil**.



- Make heavy black marks that fill the circle for your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS

☐ ☒ ☒ ☐

CORRECT MARK

☐ ☒ ☐ ☐

- Sometimes you will be asked to "Mark **ALL** that apply." When this instruction appears, you may mark more than one answer.

Example:

If you are now attending a civilian school, what kind of school is it? Mark **ALL** that apply.

- ☐ Does not apply, I don't attend school
- ☐ Vocational, trade, business, or other career training school
- ☒ Junior or community college (2-year)
- ☐ Four-year college or university
- ☐ Graduate or professional school
- ☒ Other

If your answer is "Junior or community college (2-year)" and "Other," then mark those two circles clearly.

- Sometimes you will be asked to "Mark one." When this instruction appears, mark the one best answer.

Example:

Which of the following best describes the type of place where you are living now? Mark one.

- ☐ In military housing on a base/installation
- ☐ In a large city (over 250,000)
- ☒ In a suburb near a large city
- ☐ In a medium-sized city (50,000-250,000)
- ☐ In a suburb near a medium-sized city
- ☐ In a small city or town (under 50,000)
- ☐ On a farm or ranch
- ☐ In a rural area but not on a farm or ranch

If your answer is "In a suburb near a large city," then mark that one circle.

- Answers to some of the questions will be on a **SEVEN-POINT SCALE**.

Example:

How well do you and your spouse agree on his/her military career plans? Mark one.

Very Well
Not Well At All

① — ② — ③ — ● — ⑥ — ⑦

If your answer is "Very Well," you would mark the circle for number 1.

If your answer is "Not Well at All," you would mark the circle for number 7.

If your opinion is somewhere in between, you would mark the circle for number 2 or 3 or 4 or 5 or 6.

- If you are asked to give numbers for your answer, please record as shown below.

Example:

How old were you on your last birthday?

If your answer is 24...

Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.

Fill in the unused boxes with zeros.

Then darken the circle for the matching number below each box.

Age Last Birthday

Write the number in the boxes →

2	4
①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧

Then fill in the matching circles →

IMPORTANT NOTICE

- Are you a member of the Guard/Reserve?
☐ Yes ☐ No
- This survey is addressed to you as a SPOUSE of a National Guard or Reserve member and asks for your views as a SPOUSE.
- If you are a member of the Guard or Reserve and you do not have a spouse, please mark the answer below and return this survey in the enclosed envelope.
☐ I do not have a spouse
- If you are a member of the National Guard or Reserve, you may also be asked to fill out a survey specifically designed for officer or enlisted personnel. This survey for spouses is different from the ones for members of the Guard or Reserve. Please fill out this survey AND one for members if you receive one.
- Have you received the 1992 Reserve Components Survey of Officer and Enlisted Personnel at your unit or in the mail? Mark one.
☐ Yes ☐ No

PLEASE CONTINUE WITH THIS SURVEY

I FAMILY MILITARY EXPERIENCE

- In which Guard/Reserve component is your spouse? Mark one.
☐ Army National Guard
☐ Army Reserve
☐ Naval Reserve
☐ Marine Corps Reserve
☐ Air National Guard
☐ Air Force Reserve
☐ Coast Guard Reserve
- Which of the following best describes your husband's/wife's participation in the National Guard or Reserve? Mark one.
☐ Drilling Member (A National Guard or Reserve member drilling with a unit who is required to perform a minimum of 2 weeks of Annual Training/ACDUTRA and an average of one weekend per month, usually at a local unit.)
☐ IMA-Individual Mobilization Augmentee (A Reserve member who trains with an active force organization instead of a Reserve unit.)
☐ Military Technician (A federal civilian employee of an Army or Air Force Guard or Reserve unit who is also a military member in the same unit.)

- What is your spouse's present pay grade? Mark one.

Enlisted Grades		Officer Grades	
<input type="radio"/> E-1	<input type="radio"/> E-6	<input type="radio"/> O-1	<input type="radio"/> W-1
<input type="radio"/> E-2	<input type="radio"/> E-7	<input type="radio"/> O-2	<input type="radio"/> W-2
<input type="radio"/> E-3	<input type="radio"/> E-8	<input type="radio"/> O-3	<input type="radio"/> W-3
<input type="radio"/> E-4	<input type="radio"/> E-9	<input type="radio"/> O-4	<input type="radio"/> W-4
<input type="radio"/> E-5		<input type="radio"/> O-5	
		<input type="radio"/> O-6	
		<input type="radio"/> O-7 and above	

- How likely is your spouse to STAY in the Guard/Reserve at the end of any current term/obligation? Mark one.
☐ (0 in 10) No chance
☐ (1 in 10) Very slight possibility
☐ (2 in 10) Slight possibility
☐ (3 in 10) Some possibility
☐ (4 in 10) Fair possibility
☐ (5 in 10) Fairly good possibility
☐ (6 in 10) Good possibility
☐ (7 in 10) Probable
☐ (8 in 10) Very probable
☐ (9 in 10) Almost sure
☐ (10 in 10) Certain
☐ Don't know
- How many more years does your spouse plan on serving in the Guard/Reserve? Mark the answer which best describes your spouse's plans.
☐ Less than one year
☐ 1-2 years
☐ 2-3 years
☐ 3-5 years
☐ 5-8 years
☐ 8-10 years
☐ 10-12 years
☐ 12-16 years
☐ 17 or more years
☐ Don't know
- Does your spouse plan on staying in the Guard/Reserve long enough to qualify for retired pay?
☐ Already qualified
☐ Yes
☐ No
☐ Don't know/undecided
- Was your spouse's original decision to join the Guard or Reserve made before or after you married?
☐ Before we married
☐ After we married

USE NO. 2 PENCIL ONLY

8. Have you ever served in the U.S. Armed Forces, either in active duty or in the Reserve? Mark ALL that apply.

☐ No, I have never served, GO TO QUESTION 12

Yes, retired from

- ☐ Active Army (USA)
- ☐ Active Navy (USN)
- ☐ Active Marine Corps (USMC)
- ☐ Active Air Force (USAF)
- ☐ Active Coast Guard (USCG)
- ☐ Army National Guard (ARNG)
- ☐ Army Reserve (USAR)
- ☐ Naval Reserve (USNR)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Coast Guard Reserve (USCGR)

Yes, separated from

- ☐ Active Army (USA)
- ☐ Active Navy (USN)
- ☐ Active Marine Corps (USMC)
- ☐ Active Air Force (USAF)
- ☐ Active Coast Guard (USCG)
- ☐ Army National Guard (ARNG)
- ☐ Army Reserve (USAR)
- ☐ Naval Reserve (USNR)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Coast Guard Reserve (USCGR)

Yes, now serving in

- ☐ Active Army (USA)
- ☐ Active Navy (USN)
- ☐ Active Marine Corps (USMC)
- ☐ Active Air Force (USAF)
- ☐ Active Coast Guard (USCG)
- ☐ Army National Guard (ARNG)
- ☐ Army Reserve (USAR)
- ☐ Naval Reserve (USNR)
- ☐ Marine Corps Reserve (USMCR)
- ☐ Air National Guard (ANG)
- ☐ Air Force Reserve (USAFR)
- ☐ Coast Guard Reserve (USCGR)

9. What is/was your highest pay grade? Mark one.

Enlisted Grades

- ☐ E-1
- ☐ E-2
- ☐ E-3
- ☐ E-4
- ☐ E-5
- ☐ E-6
- ☐ E-7
- ☐ E-8
- ☐ E-9

Officer Grades

- ☐ O-1
- ☐ O-2
- ☐ O-3
- ☐ O-4
- ☐ O-5
- ☐ O-6
- ☐ O-7 and above
- ☐ W-1
- ☐ W-2
- ☐ W-3
- ☐ W-4

10. When you finally leave (or left) the military, how many total years of service do you expect to have (or did you have)?

Write the number in the boxes

Then fill in the matching circles

Years of Service

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

11. If you previously served in the military and you are not currently serving, why did you leave the military? Mark the one most important reason.

- ☐ Does not apply, am currently serving
- ☐ Forced to separate, did not want to leave
- ☐ Did not like the specific military job assignment
- ☐ Did not like the military in general
- ☐ Better civilian job opportunity
- ☐ Left to have/raise child/family
- ☐ Health reason
- ☐ Spouse wanted me to leave
- ☐ Retired
- ☐ Family problems
- ☐ Drills/duty conflicted with civilian job
- ☐ Drills/duty conflicted with family responsibilities

II YOUR BACKGROUND AND FAMILY

12. Are you male or female?

- ☐ Male
- ☐ Female

13. How old were you on your last birthday?

Write the number in the boxes

Then fill in the matching circles

Age Last Birthday

0
1
2
3
4
5
6
7
8
9

14. Where were you born?

- ☐ In the United States
- ☐ Outside the United States to military parents
- ☐ Outside the United States to non-military parents

15. Are you an American citizen?

- ☐ Yes
- ☐ No, resident alien
- ☐ No, not a resident alien

16. Are you of Spanish/Hispanic origin or descent?

- ☐ Yes
- ☐ No

17. Are you:

- ☐ American Indian/Alaskan Native
- ☐ Black/Negro/African-American
- ☐ Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander
- ☐ White/Caucasian
- ☐ Other

18. Do you speak English as your main language at home?

- ☐ Yes
☐ No

19. AS OF TODAY, what is the highest degree or diploma that you hold? Do not include degrees from technical, trade, or vocational schools. Mark one.

- ☐ No degree or diploma
☐ GED or other high school equivalency certificate
☐ High school diploma
☐ Some college but did not graduate
☐ Associate/junior college/military junior college degree (2-year degree)
☐ Bachelor's degree (BA/BS)
☐ Some graduate school
☐ Master's degree (MA/MS)
☐ Doctoral degree (PhD/MD/LLB)
☐ Other degree not listed above

20. If you are now attending a civilian school, what kind of school is it? Mark ALL that apply.

- ☐ Does not apply, I don't attend school
☐ Vocational, trade, business, or other career training school
☐ Junior or community college (2-year)
☐ Four-year college or university
☐ Graduate or professional school
☐ Other

21. Are you currently:

- ☐ Married for the first time
☐ Remarried

22. How long have you been married to your current spouse?

- ☐ Less than 1 year

Years Married

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

23. How many dependents do you and your spouse have in each age group? Do not include yourself or your spouse. For the purpose of this question, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half his or her support.

- ☐ We have no dependents, GO TO QUESTION 26

NUMBER OF DEPENDENTS

Age of dependent	None	1	2	3	4	5 or More
a. Under 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. 1 year to under 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. 2-5 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. 6-13 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. 14-22 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. 23-64 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. 65 years or over	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. If you have dependent children in Question 23 who do not currently live with you, with whom do these dependents live? Mark ALL that apply.

- ☐ Does not apply
☐ Spouse
☐ Ex-spouse
☐ Grandmother
☐ Grandfather
☐ Other relative
☐ Friend
☐ School
☐ Other

25. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care? Mark ALL that apply.

- ☐ Yes, permanently
☐ Yes, temporarily
☐ No

26. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- ☐ Yes
☐ No

27. Does this elderly relative live with you?

- ☐ Does not apply
☐ Yes
☐ No

USE NO. 2 PENCIL ONLY

IF YOU HAVE NO CHILDREN UNDER AGE 15 WHO USUALLY LIVE WITH YOU MARK THE CIRCLE BELOW AND GO TO QUESTION 36.

☐ I have no children under age 15 who usually live with me

28. During last month, who usually took care of your youngest (or only) child while you worked, looked for work, or were in school? Mark the arrangement in which the child spent the most hours.

- ☐ Does not apply, I was not working, looking for work, or in school, GO TO QUESTION 36
- ☐ Spouse cared for child
- ☐ Child's brother or sister age 15 or over
- ☐ Child's brother or sister under age 15
- ☐ Child's grandparent
- ☐ Other relative of child
- ☐ Child cares for self
- ☐ Non-relative
- ☐ Child was in school or day care

29. Where was your youngest child usually cared for under this arrangement? Mark one.

- ☐ Child was in military day care center
- ☐ Child was in nursery or preschool
- ☐ Child was in elementary or secondary school
- ☐ Child Development Center/Day Care Center
- ☐ Child's home
- ☐ Licensed family day care home
- ☐ Other private home (not licensed)
- ☐ Other place

30. How many hours a week was your youngest or only child usually cared for under this arrangement?

Hours a Week

9	0	0
8	1	1
7	2	2
6	3	3
5	4	4
4	5	5
3	6	6
2	7	7
1	8	8
0	9	9

31. How much did you pay for child care during the last month for your youngest or only child?

Amount

9	0	0
8	1	1
7	2	2
6	3	3
5	4	4
4	5	5
3	6	6
2	7	7
1	8	8
0	9	9

32. How many of your dependent children use child care? Include your youngest or only child.

- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six or more

33. What was the total you paid for child care during the last month for all your children? Include costs for your youngest or only child.

Total Paid Last Month

\$				
9	0	0	0	0
8	1	1	1	1
7	2	2	2	2
6	3	3	3	3
5	4	4	4	4
4	5	5	5	5
3	6	6	6	6
2	7	7	7	7
1	8	8	8	8
0	9	9	9	9

34. Approximately how many hours a week does your spouse care for any of your children on a regular basis while you work, look for work, or are in school?

Hours a Week

9	0
8	1
7	2
6	3
5	4
4	5
3	6
2	7
1	8
0	9

35. Do you need child care while your spouse is gone for any of the following Guard/Reserve activities: Mark one for each item.

- | | Yes | No |
|--|-----------------------|-----------------------|
| a. Weekend drills | <input type="radio"/> | <input type="radio"/> |
| b. Annual training/ACDUTRA | <input type="radio"/> | <input type="radio"/> |
| c. Mobilization (e.g., Operation Desert Shield/Desert Storm) | <input type="radio"/> | <input type="radio"/> |

III FAMILY WORK EXPERIENCE

36. Are you currently: Mark ALL that apply.

- ☐ In the Armed Forces--full-time
- ☐ In the Armed Forces--part-time in Guard/Reserve
- ☐ Working full-time as a Guard/Reserve technician
- ☐ Working full-time in a civilian job (not technician)
- ☐ Working part-time in a civilian job
- ☐ With a civilian job but not at work because of temporary illness, vacation, strike, etc.
- ☐ Self-employed in own business
- ☐ Unpaid worker (volunteer or in family business)
- ☐ Unemployed, laid off, looking for work
- ☐ In school
- ☐ Retired
- ☐ A homemaker
- ☐ Other

37. How much did each of the following contribute to your decision to work? Mark one for each item.

	CONTRIBUTION			
	Major	Moderate	Minor	None
a. Need the money for basic family expenses.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Always planned to work/have a career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Wanted extra money to use now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Saving income for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Independence/self-esteem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Just enjoy working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. To gain experience for a future career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. To what extent does your current paid job(s) interfere with your spouse's Guard/Reserve job?

- ☐ A great deal
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all

39. To what extent does your spouse's Guard/Reserve job interfere with your current paid job(s)?

- ☐ A great deal
- ☐ Somewhat
- ☐ Very little
- ☐ Not at all

40. In 1991, how many hours per week did you usually work at your (main) civilian job?

Weekly Hours

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

41. In 1991, what were your USUAL WEEKLY EARNINGS from your (main) civilian job or your own business before taxes and other deductions? Give your best estimate.

Weekly Earnings

• Record the amount in the boxes. →

\$

--	--	--	--

 .00

• Round to the nearest whole dollar. (For example, if your answer is \$346.75, enter 0347)

• Fill in the unused boxes with zeros.

• Then mark the matching circle below each box. →

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

42. Altogether in 1991, what was the TOTAL AMOUNT YOU EARNED FROM YOUR CIVILIAN JOB or your business, before taxes and other deductions? Include commissions, tips, or bonuses. Give your best estimate.

Amount Earned at Civilian Job

- ☐ More than \$100,000
- ☐ None

\$

--	--	--	--

 .00

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9



43. Is your spouse currently: Mark **ALL** that apply.
- ☐ Working full-time as a Guard/Reserve technician
 - ☐ Working full-time in civilian job (not technician)
 - ☐ Working part-time in a civilian job
 - ☐ With a civilian job but not at work because of temporary illness, vacation, strike, etc.
 - ☐ Self-employed in own business
 - ☐ Unpaid worker (volunteer or in family business)
 - ☐ Unemployed, laid off, or looking for work
 - ☐ In school
 - ☐ Retired
 - ☐ A homemaker
 - ☐ Other

44. How well do you and your spouse agree on his/her civilian career plans? Mark one.

Very Well Not Well
At All

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

45. How well do you and your spouse agree on his/her military career plans? Mark one.

Very Well Not Well
At All

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

46. In 1991, did your spouse lose opportunities for overtime/extra pay because of his or her Guard/Reserve obligations?

- ☐ Yes, frequently
- ☐ Yes, occasionally
- ☐ No

47. How much of a contribution does your spouse's Guard/Reserve income make towards each of the following items? Mark one for each item.

	Major Contribution	Moderate Contribution	Minor Contribution	No Contribution
a. Meeting basic expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Extra money to use now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Savings for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

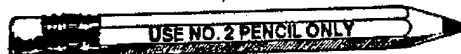
IV GUARD/RESERVE PROGRAMS

48. In an average month in 1991, how often did you and/or your spouse use each of the following? Mark one for each item.

	TIMES USED IN AVERAGE MONTH				
	Not Used	Once	Twice	Three to Five	Six or More
a. Commissary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Other military facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. Which of the following limit your and/or your spouse's use of the commissary and exchange? Mark **ALL** that apply.

	A. Commissary	B. Exchange
Prices	<input type="radio"/>	<input type="radio"/>
Stock	<input type="radio"/>	<input type="radio"/>
Hours	<input type="radio"/>	<input type="radio"/>
Distance	<input type="radio"/>	<input type="radio"/>
Military does not allow more frequent use	<input type="radio"/>	<input type="radio"/>



50. Guard/Reserve units or centers have different kinds of programs and activities for family members. For each program or activity listed below, please mark in (A) if it has been available to you, and in (B) if you have attended or participated in it.

	(A) AVAILABLE			(B) DID YOU ATTEND/PARTICIPATE			
	Yes	No	Don't Know	Once	More Than Once	No	Don't Recall
a. Meetings for families of new unit members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family oriented social events, dinners, athletic programs, bake sales, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Family oriented information programs about the Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Meetings about mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Meetings about Reserve medical benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Meetings about Reserve retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Family support groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. Do you perform volunteer work for either Guard/Reserve or civilian activities?
Mark one answer for each.

A. Guard/Reserve Activities

- ☐ No
☐ Yes, frequently (an average of once a week or more)
☐ Yes, infrequently

B. Civilian Activities (Including church, school, etc.)

- ☐ No
☐ Yes, frequently (an average of once a week or more)
☐ Yes, infrequently

52. Which, if any, of the following reasons caused you not to take part (as a participant or volunteer) in Guard/Reserve family activities? Mark ALL that apply.
- ☐ Does not apply, spouse not a member of a local unit
 - ☐ Does not apply, no family activities
 - ☐ Does not apply, I attend Guard/Reserve family activities
 - ☐ Does not apply, I am not interested
 - ☐ Location
 - ☐ Don't know other people
 - ☐ Times activities are scheduled
 - ☐ Lack of child care

53. Which of the following medical/hospitalization coverages do you have? Mark ALL that apply.

- ☐ My spouse's active duty military coverage
- ☐ My active duty military coverage
- ☐ Veterans' (VA) coverage
- ☐ My civilian employer's health care plan
- ☐ My spouse's civilian employer's plan
- ☐ Other private coverage
- ☐ None, GO TO QUESTION 55

54. How would you rate the coverage provided by the civilian medical insurance which you have?

- ☐ Does not apply, I do not have civilian medical insurance
- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor

55. Which of the following dental coverages do you have?
Mark ALL that apply.

- ☐ My spouse's active duty military coverage
- ☐ My active duty military coverage
- ☐ Veterans' (VA) coverage
- ☐ My civilian employer's dental plan
- ☐ My spouse's civilian employer's plan
- ☐ Other private coverage
- ☐ None, GO TO QUESTION 57

56. How would you rate the coverage provided by the civilian dental insurance which you have?

- ☐ Does not apply, I do not have civilian dental insurance
- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor

USE NO. 2 PENCIL ONLY

57. The Guard/Reserve are developing new information materials and programs for family members. Below is a list of topics that might be included. How interested would you be in receiving such materials or attending such programs? Please mark your interest in each topic.

Topics	Very Interested	Interested	Somewhat Interested	Not Interested at All
a. Guard/Reserve organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The mission of your spouse's unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The unit's role in mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Educational benefits for reservists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Medical benefits for members/dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Retirement benefits for reservists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Survivor benefits for reservists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Leave and earnings statements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Advance schedules for drills and Annual Training/ACDUTRA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Family's role in the event of mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Family support groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Family counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Family care plans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Defense Enrollment Eligibility Reporting System (DEERS) enrollment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Dealing with family separations due to mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Dealing with family reunions after mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Veterans Reemployment Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Soldiers and Sailors Civil Relief Act	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

58. In your opinion, how do the following groups/individuals view your spouse's participation in the Guard/Reserve?

	Very Favorable	Somewhat Favorable	Neither Favorable Nor Unfavorable	Somewhat Unfavorable	Very Unfavorable	Don't Know/Does Not Apply
a. Your neighbors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your spouse's relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your spouse's civilian boss	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your spouse's civilian co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your spouse's Guard/Reserve unit members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

59. How much of a problem for you and your family are each of the following aspects of your spouse's Guard/Reserve duty? Mark one for each item.

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
a. Absence for weekend drills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Absence for Annual Training/ACDUTRA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Absence for extra time spent at Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Time away from civilian job due to Guard/Reserve duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Effects on pay and promotion at civilian job due to Guard/Reserve duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Time away from children due to Guard/Reserve duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Time away from you due to Guard/Reserve duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Drills on special days (e.g., Mothers' Day, Easter)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Unscheduled Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Scheduling family vacations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Family emergencies when spouse is on Guard/Reserve duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Using vacation time for Guard/Reserve duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

60. How do you feel about the amount of time your spouse spends on each activity listed below? Mark one for each activity.

	Spends Too Much Time	Spends about the Right Amount of Time	Doesn't Spend Enough Time	Does Not Apply
a. Civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

61. Was your spouse mobilized/activated/called-up for Operation Desert Shield/Desert Storm?

Mark ALL that apply.

- ☐ No, GO TO QUESTION 74
☐ Yes, deployed to Persian Gulf
☐ Yes, deployed to other overseas location
☐ Yes, deployed in the United States
☐ Yes, stayed in our local community

62. Did your spouse's local unit have a family support group (or something similar to a family support group)?

- ☐ Does not apply, spouse was not part of a local unit
☐ Yes, an active one
☐ Yes, but not very active
☐ No
☐ Not sure

63. How supportive of families were the following at your location during Operation Desert Shield/Desert Storm?

	Very Supportive	Supportive	Neutral	Unsupportive	Very Unsupportive	Don't Know
a. Officers in high position at nearby military installation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Personnel at nearby Reserve center/activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Officers in my spouse's unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Noncommissioned officers/petty officers in my spouse's unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Military or support personnel in our community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Guard/Reserve Family Assistance Center/Family Support Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Family Service/Support Centers/Army Community Service Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Command representative (e.g., ombudsman)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Civilian community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Other Guard/Reserve spouses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

64. Did you need family support services during Operation Desert Shield/Desert Storm?

- ☐ Yes
☐ No

65. Were family support services available during Operation Desert Shield/Desert Storm, and did you use them?

A. Available

- ☐ Yes
☐ No

B. Use

- ☐ Yes
☐ No

66. How satisfied were you with the family support services you used during Operation Desert Shield/Desert Storm?

- ☐ I did not use family support services
☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

67. Did you file a CHAMPUS claim during Operation Desert Shield/Desert Storm?

- ☐ No, GO TO QUESTION 70
☐ Yes

68. Was assistance available to you concerning the process of filing CHAMPUS claims?

- ☐ Yes, adequate assistance
☐ Yes, but not adequate assistance
☐ No

69. How satisfied were you with the CHAMPUS claims processing service you received?

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

70. Were there any changes in income for you or your family during Operation Desert Shield/Desert Storm? Mark ALL that apply.

- ☐ Yes, increase in spouse's earnings
☐ Yes, reduction in spouse's earnings
☐ Yes, increase in my earnings since I worked more hours or took a second job
☐ Yes, reduction in my earnings since I was unable to work as much
☐ Yes, delays in getting pay
☐ Yes, income from business or medical practice declined
☐ Yes, other
☐ No, GO TO QUESTION 72

71. Please estimate your total income change during Desert Shield/Desert Storm from all sources as a result of your spouse being mobilized/activated/called-up. If you have continuing losses from a business or medical practice, include those in your estimate.

- ☐ Income increased more than \$5,000
☐ Income increased \$2,500-\$4,999
☐ Income increased \$1-\$2,499
☐ No change in income
☐ Income decreased \$1-\$2,499
☐ Income decreased \$2,500-\$4,999
☐ Income decreased \$5,000-\$9,999
☐ Income decreased \$10,000-\$24,999
☐ Income decreased \$25,000-\$50,000
☐ Income decreased over \$50,000

72. Did the following expenses change as a result of your spouse being mobilized/activated/called-up? Mark ALL that apply.

- ☐ Yes, medical expenses increased
☐ Yes, medical expenses decreased
☐ Yes, household and car repairs increased
☐ Yes, household and car repairs decreased
☐ Yes, child care increased
☐ Yes, mortgage payments declined
☐ Yes, other
☐ No, GO TO QUESTION 74

73. Please estimate the change in your total expenses from all sources during Desert Shield/Desert Storm as a result of your spouse being mobilized/activated/called-up.

- ☐ Expenses increased more than \$5,000
☐ Expenses increased \$2,500-\$4,999
☐ Expenses increased \$1-\$2,499
☐ No change in expenses
☐ Expenses decreased \$1-\$2,499
☐ Expenses decreased \$2,500-\$4,999
☐ Expenses decreased \$5,000-\$9,999
☐ Expenses decreased \$10,000-\$24,999
☐ Expenses decreased \$25,000-\$50,000
☐ Expenses decreased over \$50,000

V FAMILY CONCERNS

74. Below is a list of community/civilian social services. Indicate all those services which you or your family have used in the past year or use now as well as those you have not used.

SERVICE	Have Used or Am Using	Have Not Used
a. Individual counseling/therapy	<input type="radio"/>	<input type="radio"/>
b. Marriage, family counseling/therapy/enrichment	<input type="radio"/>	<input type="radio"/>
c. Chaplain services/religious opportunities	<input type="radio"/>	<input type="radio"/>
d. Parent education	<input type="radio"/>	<input type="radio"/>
e. Youth/adolescent programs	<input type="radio"/>	<input type="radio"/>
f. Child care services	<input type="radio"/>	<input type="radio"/>
g. Financial counseling/management education	<input type="radio"/>	<input type="radio"/>
h. Single-parent programs	<input type="radio"/>	<input type="radio"/>
i. Pre-marital programs	<input type="radio"/>	<input type="radio"/>
j. Programs for families with handicapped members	<input type="radio"/>	<input type="radio"/>
k. Programs for families with gifted and talented members	<input type="radio"/>	<input type="radio"/>
l. Crisis referral services	<input type="radio"/>	<input type="radio"/>
m. Employment services	<input type="radio"/>	<input type="radio"/>
n. Recreational programs	<input type="radio"/>	<input type="radio"/>
o. Spouse/child abuse services	<input type="radio"/>	<input type="radio"/>
p. Alcohol treatment/drug abuse programs	<input type="radio"/>	<input type="radio"/>
q. Rape counseling services	<input type="radio"/>	<input type="radio"/>
r. Legal assistance	<input type="radio"/>	<input type="radio"/>

75. The questions below are about your family preparedness. Mark one answer for each item.

- | | Yes | No | Don't Know |
|--|-----------------------|-----------------------|-----------------------|
| a. Does your spouse have a current will? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Do you currently hold your spouse's power-of-attorney? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Does your spouse have life insurance other than Servicemen's Group Life Insurance/Veteran's Group Life Insurance (SGLI/VGLI)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Has your spouse filled out a record of emergency data? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Do you know where to find these important papers? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Are the records of emergency data verified/updated annually? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Are you currently pre-enrolled in the Defense Enrollment Eligibility Reporting System (DEERS)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

76. Which of the following would your spouse have to take care of before being mobilized/deployed? Mark ALL that apply.

- ☐ Dependent care problems
- ☐ Personal health problems
- ☐ Family health problems
- ☐ Preparation of emergency data (e.g., will, power-of-attorney, etc.)
- ☐ Financial arrangements
- ☐ Transportation arrangements
- ☐ Civilian job-related arrangements
- ☐ School-related arrangements

77. How likely do you think it is that your spouse will be mobilized/deployed for more than 30 days? Mark only one.

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

78. If your spouse were mobilized/deployed for more than 30 days, how likely are you and your family to make use of the following military services?

- | | Very Likely | Likely | Neither Likely nor Unlikely | Unlikely | Very Unlikely | Does Not Apply/Not Available |
|---|-----------------------|-----------------------|-----------------------------|-----------------------|-----------------------|------------------------------|
| a. Family Support Centers | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Individual Counseling/Therapy | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Marriage and Family Counseling/Therapy/Enrichment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Chaplain Services/Religious Opportunities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Parent Education | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Youth/Adolescent Programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Child Care services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Financial counseling/management education | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Single-parent programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Pre-marital programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. Programs for families with handicapped members | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Programs for families with gifted and talented members | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. Crisis referral services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Spouse employment services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Alcohol treatment/drug abuse programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. Rape counseling services | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Legal assistance | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



79. People participate in the Guard/Reserve for many reasons. How much have each of the following contributed to your spouse's most recent decision to stay in the Guard/Reserve? Mark one for each item.

	Major Contribution	Moderate Contribution	Minor Contribution	No Contribution
a. Serving the country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Using educational benefits (GI Bill)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Obtaining training in a skill that would help get a civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Serving with the people in the unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Getting credit toward military retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Opportunity to use military equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Challenge of military training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Needed the money for basic family expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Wanted extra money to use now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Saving income for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Travel/get away opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Just enjoyed the Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Pride in his/her accomplishments in Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

80. All things considered, please indicate your level of satisfaction or dissatisfaction with each feature of your spouse's participation in the Guard/Reserve listed below.

	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied
a. Military pay and allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commissary privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Medical coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Other military privileges (e.g., exchange, space available travel)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time required at Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Military retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Unit social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Opportunities for education/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Opportunity to serve one's country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Acquaintances/friendship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

81. What is your overall attitude toward your spouse's participation in the Guard/Reserve? Mark one.

- ☐ Very favorable
☐ Somewhat favorable
☐ Neither favorable nor unfavorable
☐ Somewhat unfavorable
☐ Very unfavorable

82. In what month are you completing this survey?
Mark one.

- ☐ August
☐ September
☐ October
☐ November
☐ December
☐ January
☐ February

83. We're interested in any comments you would like to make about Guard/Reserve personnel policies—whether or not the topic was covered in this survey. Do you have any comments?

- ☐ No
☐ Yes. Please fill out the Comment Sheet on the next page.

**THANK YOU VERY MUCH FOR
ANSWERING THIS SURVEY.
PLEASE RETURN IT IN THE
ENVELOPE PROVIDED.**



COMMENT SHEET

Please provide us with comments you may have regarding Reserve policies or Reserve activities in general in the space below. Before commenting, please fill in one circle in each section.

our Spouse's Rank

- ☐ Officer
☐ Enlisted

Your Spouse's Component

- ☐ Army National Guard (ARNG)
☐ Army Reserve (USAR)
☐ Naval Reserve (USNR)
☐ Marine Corps Reserve (USMCR)
☐ Air National Guard (ANG)
☐ Air Force Reserve (USAFR)
☐ Coast Guard Reserve (USCGR)

APPENDIX B

Generalized Variance Function Estimate Tables

Generalized Variance Function Estimate Tables

The descriptive reports of results from the *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses mainly report differences in proportions between various subgroups. Statistical significance of findings was determined using the generalized variance function (GVF) approach. This approach, as distinguished from the use of standard errors for each point estimate, uses model-based approximations of actual estimates of standard errors. Generalized standard errors are modeled for particular subgroups using a representative group of survey questions. For more information about the GVF approach, the reader may refer to the *Standard Error Computation Report for the 1992 Reserve Components Surveys of Officers and Enlisted Personnel and Their Spouses*. Subgroups for which GVFs were modeled are:

1992 Reserve Population

Enlisted members (overall)

E1-E4 pay grade group

E5-E6 pay grade group

E7-E9 pay grade group

Officers (overall)

O1-O3 pay grade group

O4 and above pay grade group

Unit members

IMAs

Military technicians

ARNG - Army National Guard

USAR - Army Reserve

USNR - Naval Reserve

USMCR- Marine Corps Reserve

ANG - Air National Guard

USAFR - Air Force Reserve

USCGR - Coast Guard Reserve

Male Reservists

Female Reservists

This appendix provides GVF tables for determining confidence intervals around single estimates and for determining the smallest statistically significant difference between population subgroups. Statistical significance has been computed at the $p=.05$ level of significance. For *single estimates or comparisons within a subgroup*, confidence intervals have been provided for categories ranging from 1 percent to 50 percent. If a confidence interval is needed for an estimate between 51 percent and 100 percent, the estimate should be subtracted from 100 percent and the closest category used. For *comparisons of differences between subgroups*, two sets of tables are provided—for estimates at 30 percent and at 50 percent. There are slight differences in the minimally detectable differences between these two estimates, with the 50 percent level providing the more conservative estimate. The set of tables closest to the subgroup estimates being compared should be used.

Tables B-1 and B-2 provide confidence intervals for single estimates or comparisons within a subgroup. Table B-1 provides confidence intervals for Reserve member data, and Table B-2 provides confidence intervals for Reserve spouse data. As an example (summarized in the table below), in

describing the percentage of E5-E6 Reservists who had a current will, it was found that 51 percent had a current written will, and 38 percent had a power-of-attorney assigned. Table B-1 can be used to evaluate statistical significance. The E5-E6 confidence interval for the estimate of 50 percent (the closest percent category to the estimate of 51%) is $\pm .98$ percent. The confidence interval for the estimate of 40 percent (the closest percent category to 38%) is $\pm .96$ percent. As a rough, but conservative, rule of thumb, the analyst can use the rule that if the upper bound of the confidence interval for the smaller estimate and the lower bound of the confidence interval for the larger estimate do not overlap, the estimates may be considered statistically different (at the .05 level of significance). In this example, .96 is added to the 38 percent estimate, yielding an upper limit of 38.96 percent. The subtraction of .98 from the 51 percent estimate yields a lower limit of 50.02 percent. The confidence intervals of the two estimates do not overlap, therefore, the estimates are statistically different.

Response Category	Percent	Estimate Used From Table B-1	Confidence Interval From Table B-1	Calculated Limit
		Percent	Percent	
Have a current will	51	50	.98	$(51-.98)=50.02$
Power-of-attorney	38	40	.96	$(38+.96)=38.96$

Tables B-1 and B-2 also include confidence intervals for civilian population comparison groups from the March 1993 *Current Population Survey (CPS)* and the fall 1991 *Survey of Income and Program Participation (SIPP)*. Confidence intervals are available only for limited percentage estimates (refer to U.S. Department of Commerce, 1993; Jabine, King, & Petroni, 1990; for details of the standard error computation for the CPS and the SIPP, respectively.)

Tables B-3 through B-20 provide minimally detectable percentage differences between various Reserve member subgroups. Tables B-21 through B-32 provide minimally detectable percentage differences between various Reserve spouse subgroups. Civilian data comparisons are available only for estimates at the 50 percent level. These tables should be used when comparisons are being made across subgroups. As an example (summarized in the table below), it was found that 51 percent of E5-E6 Reservists had a current written will, and 69 percent of E7-E9 Reservists had a current written will. Table B-14 can be used for estimates at 50 percent—the more conservative of the two levels—to evaluate statistical significance in this case. The intersection of the E5-E6 and E7-E9 subgroups indicates that the smallest detectable difference for this comparison is 1.90 percent. Since the difference between the two estimates is larger than 1.90 percent, they can be considered statistically different.

Response Category	Percent	Difference in Estimates	Minimal Detectable Difference From B-14
		Percent	Percent
Have a current will (E5-E6)	51	$(69-51)=18$	1.90
Have a current will (E7-E9)	69		

Table B-1. GVF Confidence Intervals for Single Estimates or Within Subgroup Comparisons
Reserve Member Data

Member Subgroup	Percentage Base N	Percentage Estimate										
		1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
1992 Reserve population	918337	0.25%	0.28%	0.39%	0.46%	0.52%	0.56%	0.60%	0.62%	0.64%	0.65%	0.65%
Enlisted members	769405	0.29%	0.33%	0.45%	0.53%	0.60%	0.65%	0.69%	0.71%	0.73%	0.74%	0.75%
Officers	148932	0.21%	0.46%	0.63%	0.75%	0.84%	0.91%	0.96%	1.00%	1.03%	1.04%	1.05%
E1-E4	332326	0.26%	0.57%	0.79%	0.94%	1.05%	1.14%	1.20%	1.25%	1.29%	1.31%	1.31%
E5-E6	344276	0.19%	0.43%	0.59%	0.70%	0.78%	0.85%	0.90%	0.93%	0.96%	0.97%	0.98%
E7-E9	92803	0.32%	0.71%	0.98%	1.17%	1.31%	1.41%	1.50%	1.56%	1.60%	1.62%	1.63%
O1-O3,WO1-WO3	76298	0.31%	0.68%	0.93%	1.11%	1.24%	1.34%	1.42%	1.48%	1.52%	1.54%	1.55%
O4+,WO4	72634	0.28%	0.62%	0.86%	1.02%	1.14%	1.24%	1.31%	1.36%	1.40%	1.42%	1.43%
Unit members	837991	0.14%	0.30%	0.42%	0.50%	0.56%	0.61%	0.64%	0.67%	0.68%	0.70%	0.70%
IMA's	28748	0.44%	0.95%	1.31%	1.56%	1.75%	1.89%	2.00%	2.09%	2.14%	2.18%	2.19%
Military technicians	51598	0.30%	0.65%	0.89%	1.06%	1.19%	1.29%	1.36%	1.42%	1.46%	1.48%	1.49%
ARNG	323073	0.22%	0.49%	0.67%	0.80%	0.89%	0.97%	1.02%	1.06%	1.09%	1.11%	1.11%
ARNG enlisted	285007	0.12%	0.27%	0.37%	0.44%	0.50%	0.54%	0.57%	0.59%	0.61%	0.62%	0.62%
ARNG officers	38066	0.24%	0.53%	0.73%	0.87%	0.98%	1.06%	1.12%	1.16%	1.20%	1.21%	1.22%
USAR	262851	0.26%	0.57%	0.79%	0.94%	1.05%	1.13%	1.20%	1.25%	1.28%	1.30%	1.31%
USAR enlisted	208570	0.16%	0.35%	0.49%	0.58%	0.65%	0.70%	0.75%	0.78%	0.80%	0.81%	0.81%
USAR officers	54281	0.18%	0.40%	0.55%	0.66%	0.74%	0.80%	0.85%	0.88%	0.90%	0.92%	0.92%
USNR	114921	0.39%	0.86%	1.19%	1.42%	1.59%	1.72%	1.82%	1.89%	1.94%	1.97%	1.98%
USNR enlisted	90516	0.25%	0.54%	0.74%	0.89%	0.99%	1.08%	1.14%	1.19%	1.22%	1.24%	1.24%
USNR officers	24405	0.27%	0.60%	0.83%	0.98%	1.10%	1.19%	1.26%	1.31%	1.35%	1.37%	1.38%
USMCR	34977	0.49%	1.08%	1.49%	1.77%	1.99%	2.15%	2.28%	2.37%	2.43%	2.47%	2.48%
USMCR enlisted	31891	0.28%	0.61%	0.85%	1.01%	1.13%	1.22%	1.29%	1.35%	1.38%	1.40%	1.41%
USMCR officers	3086	0.39%	0.85%	1.17%	1.40%	1.56%	1.69%	1.79%	1.86%	1.91%	1.94%	1.95%
ANG	97470	0.29%	0.65%	0.89%	1.06%	1.18%	1.28%	1.36%	1.41%	1.45%	1.47%	1.48%
ANG enlisted	85815	0.17%	0.36%	0.50%	0.60%	0.67%	0.72%	0.76%	0.80%	0.82%	0.83%	0.84%
ANG officers	11655	0.33%	0.72%	1.00%	1.19%	1.33%	1.45%	1.53%	1.60%	1.64%	1.67%	1.68%

Table B-1. GVF Confidence Intervals for Single Estimates or Within Subgroup Comparisons
Reserve Member Data

Member Subgroup	Percentage Base N	Percentage Estimate										
		1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
USAFR	74150	0.39%	0.85%	1.18%	1.40%	1.57%	1.70%	1.80%	1.87%	1.92%	1.95%	1.96%
USAFR enlisted	58288	0.24%	0.53%	0.72%	0.86%	0.96%	1.04%	1.10%	1.15%	1.18%	1.20%	1.21%
USAFR officers	15862	0.30%	0.66%	0.91%	1.08%	1.21%	1.31%	1.39%	1.45%	1.49%	1.51%	1.52%
USCGR	10895	0.68%	1.49%	2.05%	2.44%	2.74%	2.96%	3.14%	3.26%	3.35%	3.41%	3.42%
USCGR enlisted	9318	0.40%	0.88%	1.21%	1.44%	1.61%	1.75%	1.85%	1.93%	1.98%	2.01%	2.02%
USCGR officers	1577	0.54%	1.18%	1.62%	1.93%	2.16%	2.33%	2.47%	2.57%	2.64%	2.68%	2.69%
Males	799664	0.14%	0.31%	0.43%	0.51%	0.58%	0.62%	0.66%	0.69%	0.71%	0.72%	0.72%
Females	118673	0.26%	0.58%	0.80%	0.95%	1.06%	1.15%	1.22%	1.27%	1.30%	1.32%	1.33%
Total employed ¹ reservists	813133	0.07%	0.15%	0.21%	0.25%	0.28%	0.30%	0.32%	0.34%	0.35%	0.36%	0.36%
ARNG employed	280551	0.12%	0.27%	0.37%	0.45%	0.50%	0.54%	0.57%	0.60%	0.61%	0.62%	0.63%
USAR employed	232865	0.15%	0.33%	0.45%	0.54%	0.61%	0.66%	0.71%	0.74%	0.77%	0.79%	0.80%
USNR employed	105771	0.22%	0.49%	0.67%	0.80%	0.89%	0.97%	1.02%	1.06%	1.08%	1.10%	1.10%
USMCR employed	29039	0.29%	0.64%	0.89%	1.06%	1.20%	1.30%	1.39%	1.46%	1.51%	1.55%	1.57%
ANG employed	87738	0.16%	0.36%	0.49%	0.58%	0.65%	0.71%	0.75%	0.77%	0.79%	0.80%	0.80%
USAFR employed	67046	0.22%	0.49%	0.67%	0.79%	0.88%	0.95%	0.99%	1.02%	1.04%	1.03%	1.02%
USCGR employed	10122	0.39%	0.85%	1.16%	1.38%	1.54%	1.66%	1.74%	1.80%	1.83%	1.84%	1.82%
E1-E4 employed	271048	0.15%	0.32%	0.45%	0.54%	0.61%	0.66%	0.71%	0.75%	0.78%	0.80%	0.82%
E5-E6 employed	315854	0.10%	0.23%	0.31%	0.37%	0.42%	0.45%	0.48%	0.50%	0.52%	0.53%	0.53%
E7-E9 employed	87049	0.17%	0.38%	0.52%	0.62%	0.70%	0.76%	0.80%	0.84%	0.86%	0.88%	0.89%
O1-O3, WO1-WO3 employed	69677	0.16%	0.36%	0.50%	0.60%	0.67%	0.73%	0.78%	0.82%	0.85%	0.87%	0.88%
O4+, WO4 employed	69505	0.15%	0.33%	0.45%	0.54%	0.61%	0.66%	0.70%	0.73%	0.75%	0.77%	0.78%
CPS civilian population (18-65)	156265198	0.07%	0.20%	0.20%	N/A ²	N/A	0.30%	N/A	N/A	N/A	N/A	0.30%
CPS employed population (16 and over)	100834000	0.05%	0.11%	0.10%	N/A	N/A	0.20%	N/A	N/A	N/A	N/A	0.20%
CPS married women (18-64)	49792000	0.10%	0.20%	0.30%	N/A	N/A	0.40%	N/A	N/A	N/A	N/A	0.50%

Note. Computed at the $p = .05$ level of significance.

¹Employed Reservists are those with a civilian job.

²Estimates not available for these categories.

**Table B-2. GVF Confidence Intervals for Single Estimates or Within Subgroup Comparisons
Reserve Spouse Data**

Subgroup	Percentage Base N	1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
1992 Reserve population	584436	0.17%	0.37%	0.51%	0.60%	0.68%	0.73%	0.77%	0.81%	0.83%	0.84%	0.84%
Enlisted members	464899	0.19%	0.42%	0.58%	0.70%	0.78%	0.84%	0.89%	0.93%	0.95%	0.97%	0.97%
Officers	119537	0.23%	0.51%	0.70%	0.83%	0.93%	1.01%	1.07%	1.11%	1.15%	1.16%	1.17%
E1-E4	87551	0.45%	0.99%	1.37%	1.63%	1.82%	1.97%	2.09%	2.17%	2.23%	2.27%	2.28%
E5-E6	266145	0.25%	0.54%	0.74%	0.88%	0.99%	1.07%	1.13%	1.18%	1.21%	1.23%	1.23%
E7-E9	111203	0.36%	0.80%	1.10%	1.31%	1.47%	1.59%	1.68%	1.75%	1.80%	1.82%	1.83%
O1-O3,WO1-WO3	51534	0.41%	0.90%	1.24%	1.48%	1.66%	1.79%	1.90%	1.97%	2.03%	2.06%	2.07%
O4+,WO4	68003	0.36%	0.80%	1.10%	1.31%	1.46%	1.59%	1.68%	1.75%	1.79%	1.82%	1.83%
Unit members	520341	0.17%	0.38%	0.52%	0.62%	0.70%	0.76%	0.80%	0.83%	0.86%	0.87%	0.87%
Military technicians	41380	0.38%	0.83%	1.14%	1.35%	1.52%	1.64%	1.74%	1.81%	1.86%	1.88%	1.89%
ARNG	205199	0.27%	0.60%	0.82%	0.98%	1.10%	1.19%	1.26%	1.31%	1.34%	1.36%	1.37%
USAR	155733	0.33%	0.72%	0.99%	1.18%	1.32%	1.43%	1.51%	1.57%	1.61%	1.64%	1.65%
USNR	82465	0.44%	0.95%	1.31%	1.56%	1.75%	1.89%	2.01%	2.09%	2.14%	2.18%	2.19%
USMCR	14649	0.74%	1.63%	2.24%	2.67%	2.99%	3.23%	3.42%	3.56%	3.66%	3.72%	3.73%
ANG	67838	0.36%	0.79%	1.08%	1.29%	1.44%	1.56%	1.65%	1.72%	1.77%	1.80%	1.81%
USAFR	50540	0.51%	1.11%	1.53%	1.82%	2.04%	2.21%	2.34%	2.44%	2.50%	2.54%	2.55%
USCGR	8012	0.76%	1.67%	2.30%	2.74%	3.07%	3.32%	3.51%	3.66%	3.75%	3.81%	3.83%
Males	528757	0.18%	0.39%	0.53%	0.63%	0.71%	0.77%	0.81%	0.85%	0.87%	0.88%	0.89%
Females	55680	0.39%	0.85%	1.16%	1.38%	1.55%	1.68%	1.78%	1.85%	1.90%	1.93%	1.94%
CPS married women (18-64)	49792000	0.10%	0.20%	0.30%	N/A ¹	N/A	0.40%	N/A	N/A	N/A	N/A	0.50%
SIPP married women (18-64)	26000000	0.20%	0.30%	0.50%	N/A	N/A	0.70%	N/A	N/A	N/A	N/A	0.80%

Note. Computed at the $p = .05$ level of significance.

Note. The modeling of data from the subgroup "Spouses of IMA Reservists" did not meet our precision requirements. This subgroup is deleted from this and subsequent tables.

¹Estimates not available for these categories.

Table B-3. GVF Minimal Detectable Percentage Differences Between Total 1992 Reserve Member Population and Reserve Subgroups (Based on Point Estimate of 30%)

Member Subgroup	1992 Reserve Member Population
ARNG	1.18%
USAR	1.34%
USNR	1.91%
USMCR	2.35%
ANG	1.48%
USAFR	1.89%
USCGR	3.19%
Officers	1.13%
Enlisted members	0.91%
Males	0.89%
Females	1.36%
E1-E4	1.34%
E5-E6	1.08%
E7-E9	1.61%
O1-O3,WO1-WO3	1.54%
O4+,WO4	1.44%
Unit members	0.88%
IMA's	2.09%
Military technicians	1.49%
CPS employed population	N/A

Note. Computed at the $p=.05$ level of significance.

Table B-4. GVF Minimal Detectable Percentage Differences Between Reserve Officer and Enlisted Member Groups (Based on Point Estimate of 30%)

	Enlisted Members
Officers	1.18%

Note. Computed at the $p=.05$ level of significance.

Table B-5. GVF Minimal Detectable Percentage Differences Among Reserve Member Pay Grade Groups (Using Point Estimate of 30%)

Member Subgroup	E1-E4	E5-E6	E7-E9	O1-O3, WO1-WO3
E5-E6	1.50%	X	X	X
E7-E9	1.92%	1.74%	X	X
O1-O3,WO1-WO3	1.86%	1.68%	2.06%	X
O4+,WO4	1.78%	1.59%	1.99%	1.93%

Note. Computed at the $p=.05$ level of significance.

Table B-6. GVF Minimal Detectable Percentage Differences Among Reserve Member Status Subgroups (Using Point Estimate 30%)

Member Subgroup	Unit Members	IMA's
IMA's	2.10%	X
Military technicians	1.50%	2.42%

Note. Computed at the $p=.05$ level of significance.

Table B-7A. GVF Minimal Detectable Percentage Differences Among Reserve Component Members (Using Point Estimate of 30%)

Member Subgroup	ARNG	USAR	USNR	USMCR	ANG	USAFR
USAR	1.58%	X	X	X	X	X
USNR	2.08%	2.18%	X	X	X	X
USMCR	2.49%	2.57%	2.91%	X	X	X
ANG	1.70%	1.81%	2.27%	2.65%	X	X
USAFR	2.07%	2.16%	2.56%	2.90%	2.25%	X
USCGR	3.30%	3.36%	3.63%	3.88%	3.42%	3.62%

Note. Computed at the $p=.05$ level of significance.

Table B-7B. GVF Minimal Detectable Percentage Differences Among Reserve Component Members (Using Point Estimate 30%)

Member Subgroup	ARNG		USAR		USNR		USMCR		ANG		USAFR		USCGR	
	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers	Enlisted	Officers
ARNG officers	2.47%	X	X	X	X	X	X	X	X	X	X	X	X	X
USAR enlisted	1.85%	2.64%	X	X	X	X	X	X	X	X	X	X	X	X
USAR officers	2.01%	2.75%	2.22%	X	X	X	X	X	X	X	X	X	X	X
USNR enlisted	2.50%	3.13%	2.67%	2.79%	X	X	X	X	X	X	X	X	X	X
USNR officers	2.72%	3.31%	2.88%	2.98%	3.34%	X	X	X	X	X	X	X	X	X
USMCR enlisted	2.77%	3.35%	2.93%	3.03%	3.38%	3.55%	X	X	X	X	X	X	X	X
USMCR officers	3.69%	4.14%	3.81%	3.89%	4.16%	4.30%	4.35%	X	X	X	X	X	X	X
ANG enlisted	1.87%	2.66%	2.10%	2.24%	2.69%	2.90%	2.95%	3.83%	X	X	X	X	X	X
ANG officers	3.21%	3.72%	3.35%	3.43%	3.75%	3.90%	3.94%	4.63%	3.36%	X	X	X	X	X
USAFR enlisted	2.44%	3.08%	2.62%	2.73%	3.11%	3.30%	3.34%	4.13%	2.64%	3.71%	X	X	X	X
USAFR officers	2.95%	3.50%	3.10%	3.20%	3.53%	3.69%	3.72%	4.45%	3.11%	4.06%	3.48%	X	X	X
USCGR enlisted	3.80%	4.24%	3.91%	4.00%	4.26%	4.40%	4.43%	5.05%	3.93%	4.72%	4.23%	4.54%	X	X
USCGR officers	4.97%	5.33%	5.06%	5.12%	5.35%	5.45%	5.47%	6.00%	5.07%	5.70%	5.31%	5.56%	6.05%	6.05%

Note. Computed at the $p = .05$ level of significance.

Table B-8. GVF Minimal Detectable Percentage Differences Between Male and Female Reserve Members (Using Point Estimate of 30%)

Member Subgroup	Females
Males	1.38%

Note. Computed at the $p = .05$ level of significance.

Table B-9. GVF Minimal Detectable Percentage Differences Among Employed Reserve Member Pay Grade Groups (Using Point Estimate 30%)

Member Subgroup	Employed E1-E4	Employed E5-E6	Employed E7-E9	Employed O1-O3, WO1-WO3
Employed E5-E6	1.69%	X	X	X
Employed E7-E9	2.11%	1.84%	X	X
Employed O1-O3,WO1-WO3	2.07%	1.80%	2.20%	X
Employed O4+,WO4	1.96%	1.67%	2.09%	2.06%

Note. Computed at the $p = .05$ level of significance.

Table B-10. GVF Minimal Detectable Percentage Differences Among Employed Reserve Component Members
(Using Point Estimate 30%)

Member Subgroup	Employed ARNG	Employed USAR	Employed USNR	Employed USMCR	Employed ANG	Employed USAFR
Employed USAR	1.79%	X	X	X	X	X
Employed USNR	2.30%	2.44%	X	X	X	X
Employed USMCR	2.95%	3.06%	3.38%	X	X	X
Employed ANG	1.85%	2.02%	2.48%	3.10%	X	X
Employed USAFR	2.25%	2.40%	2.80%	3.35%	2.44%	X
Employed USCGR	3.60%	3.70%	3.96%	4.37%	3.72%	3.93%

Note. Computed at the $p = .05$ level of significance.

Table B-11. GVF Minimal Detectable Percentage Differences Between Employed Reservists and Employed Civilian Population (Using Point Estimate 30%)

Member Subgroup	Employed Civilians
Employed reservists	N/A ¹

Note. Computed at the $p = .05$ level of significance.

¹Estimates not available for this category.

Table B-12. GVF Minimal Detectable Percentage Differences Between Total 1992 Reserve Member Population and Reserve Member Subgroups (Based on Point Estimate of 50%)

Member Subgroup	1992 Reserve Population
ARNG	1.29%
USAR	1.46%
USNR	2.09%
USMCR	2.57%
ANG	1.62%
USAFR	2.07%
USCGR	3.48%
Officers	1.23%
Enlisted members	0.99%
Males	0.97%
Females	1.48%
E1-E4	1.47%
E5-E6	1.18%
E7-E9	1.76%
O1-O3, WO1-WO3	1.68%
O4+, WO4	1.57%
Unit members	0.95%
IMA's	2.28%
Military technicians	1.62%
CPS employed popula	1.34%

Note. Computed at the $p = .05$ level of significance.

Table B-13. GVF Minimal Detectable Percentage Differences Between Reserve Officer and Enlisted Member Groups (Based on Point Estimate of 30%)

Member Subgroup	Enlisted Members
Officers	1.29%

Note. Computed at the $p=.05$ level of significance.

Table B-14. GVF Minimal Detectable Percentage Differences Among Reserve Member Pay Grade Groups (Using Point Estimate of 50%)

Member Subgroup	E1-E4	E5-E6	E7-E9	O1-O3, WO1-WO3
E5-E6	1.64%	X	X	X
E7-E9	2.09%	1.90%	X	X
O1-O3,WO1-WO3	2.03%	1.83%	2.25%	X
O4+,WO4	1.94%	1.73%	2.17%	2.11%

Note. Computed at the $p=.05$ level of significance.

Table B-15. GVF Minimal Detectable Percentage Differences Among Reserve Member Status Subgroups (Using Point Estimate of 50%)

Member Subgroup	Unit Members	IMA's
IMA's	2.30%	X
Military technicians	1.64%	2.64%

Note. Computed at the $p=.05$ level of significance.

Table B-16A. GVF Minimal Detectable Percentage Differences Among Reserve Component Members (Using Point Estimate of 50%)

Member Subgroup	ARNG	USAR	USNR	USMCR	ANG	USAFR
USAR	1.72%	X	X	X	X	X
USNR	2.27%	2.38%	X	X	X	X
USMCR	2.72%	2.81%	3.18%	X	X	X
ANG	1.85%	1.98%	2.47%	2.89%	X	X
USAFR	2.26%	2.36%	2.79%	3.16%	2.46%	X
USCGR	3.60%	3.66%	3.96%	4.23%	3.73%	3.94%

Note. Computed at the $p=.05$ level of significance.

Table B-16B. GVF Minimal Detectable Percentage Differences Among Reserve Component Members (Using Point Estimate 50%)

	ARNG Enlisted	ARNG Officers	USAR Enlisted Officers	USAR Enlisted Officers	USNR Enlisted Officers	USMCR Enlisted Officers	ANG Enlisted Officers	ANG Enlisted Officers	USAFR Enlisted Officers	USCGR Enlisted
ARNG officers	2.69%	X	X	X	X	X	X	X	X	X
USAR enlisted	2.02%	2.88%	X	X	X	X	X	X	X	X
USAR officers	2.19%	3.00%	2.42%	X	X	X	X	X	X	X
USNR enlisted	2.74%	3.42%	2.92%	3.04%	X	X	X	X	X	X
USNR officers	2.97%	3.62%	3.14%	3.26%	3.65%	X	X	X	X	X
USMCR enlisted	3.03%	3.66%	3.20%	3.31%	3.69%	X	X	X	X	X
USMCR officers	4.03%	4.52%	4.15%	4.25%	4.55%	4.73%	X	X	X	X
ANG enlisted	2.05%	2.90%	2.29%	2.44%	2.94%	3.22%	X	X	X	X
ANG officers	3.53%	4.08%	3.67%	3.77%	4.11%	4.31%	3.69%	X	X	X
USAFR enlisted	2.67%	3.37%	2.86%	2.98%	3.40%	3.64%	2.88%	4.06%	X	X
USAFR officers	3.22%	3.82%	3.38%	3.48%	3.85%	4.06%	3.40%	4.44%	3.80%	X
USCGR enlisted	4.15%	4.63%	4.28%	4.35%	4.66%	4.84%	4.29%	5.16%	4.95%	X
USCGR officers	5.44%	5.80%	5.53%	5.59%	5.83%	5.97%	5.53%	6.23%	6.06%	6.60%

Note. Computed at the $p = .05$ level of significance.

Table B-17. GVF Minimal Detectable Percentage Differences Between Male and Female Reserve Members (Using Point Estimate of 50%)

Member Subgroup	Females
Males	1.51%

Note. Computed at the $p = .05$ level of significance.

Table B-18. GVF Minimal Detectable Percentage Differences Among Employed Reserve Member Pay Grade Groups (Using Point Estimate 50%)

Member Subgroup	Employed E1-E4	Employed E5-E6	Employed E7-E9	Employed O1-O3, WO1-WO3
Employed E5-E6	1.93%	X	X	X
Employed E7-E9	2.38%	2.04%	X	X
Employed O1-O3, WO1-WO3	2.37%	2.03%	2.46%	X
Employed O4+, WO4	2.23%	1.86%	2.32%	2.31%

Note. Computed at the $p = .05$ level of significance.

Table B-19. GVF Minimal Detectable Percentage Differences Among Employed Reserve Component Members (Using Point Estimate 50%)

Member Subgroup	Employed ARNG	Employed USAR	Employed USNR	Employed USMCR	Employed ANG	Employed USAFR
Employed USAR	2.00%	X	X	X	X	X
Employed USNR	2.48%	2.67%	X	X	X	X
Employed USMCR	3.33%	3.47%	3.77%	X	X	X
Employed ANG	2.00%	2.22%	2.67%	3.47%	X	X
Employed USAFR	2.35%	2.55%	2.94%	3.68%	2.54%	X
Employed USCGR	3.78%	3.91%	4.18%	4.73%	3.91%	4.10%

Note. Computed at the $p = .05$ level of significance.

Table B-20. GVF Minimal Detectable Percentage Differences Between Employed Reservists and Employed Civilian Population (Using Point Estimate 50%)

Member Subgroup	Employed Civilians
Employed reservists	0.81%

Note. Computed at the $p = .05$ level of significance.

Table B-21. GVF Minimal Detectable Percentage Differences Between Total 1992 Reserve Spouse Population and Reserve Spouse Subgroups (Based on Point Estimate of 30%)

Spouse Subgroup Spouses of:	1992 Reserve Population
ARNG	1.48%
USAR	1.70%
USNR	2.15%
USMCR	3.51%
ANG	1.83%
USAFR	2.47%
USCGR	3.60%
Officers	1.32%
Enlisted members	1.18%
Males	1.12%
Females	1.94%
E1-E4	2.23%
E5-E6	1.37%
E7-E9	1.85%
O1-O3,WO1-WO3	2.05%
O4+,WO4	1.85%
Unitmembers	1.11%
Military technicians	1.90%
CPS married women (18-64)	N/A
SIPP married women (18-64)	N/A

Note. Computed at the $p = .05$ level of significance.

Table B-22. GVF Minimal Detectable Percentage Differences Between Spouses of All Reserve Officers and Spouses of All Reserve Enlisted Members (Based on Point Estimate of 30%)

Spouse Subgroup Spouses of:	Enlisted Members
Officers	1.39%

Note. Computed at the $p = .05$ level of significance.

Table B-23. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Member Pay Grade Groups (Using Point Estimate of 30%)

Spouse Subgroup Spouses of:	O1-O3, WO1-WO3			
	E1-E4	E5-E6	E7-E9	
E5-E6	2.38%	X	X	X
E7-E9	2.68%	2.03%	X	X
O1-O3,WO1-WO3	2.82%	2.21%	2.53%	X
O4+,WO4	2.68%	2.02%	2.38%	2.53%

Note. Computed at the $p=.05$ level of significance.

Table B-24. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Member Status Subgroups (Using Point Estimate of 30%)

Spouse Subgroup Spouses of:	Unit Members	IMA's
IMA's		X
Military technicians	1.91%	

Note. Computed at the $p=.05$ level of significance.

Table B-25. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Component Members (Using Point Estimate of 30%)

Spouse Subgroup Spouses of:	ARNG	USAR	USNR	USMCR	ANG	USAFR
USAR	1.96%	X	X	X	X	X
USNR	2.37%	2.51%	X	X	X	X
USMCR	3.65%	3.74%	3.97%	X	X	X
ANG	2.08%	2.24%	2.60%	3.80%	X	X
USAFR	2.66%	2.79%	3.08%	4.15%	2.87%	X
USCGR	3.73%	3.82%	4.04%	4.90%	3.88%	4.22%

Note. Computed at the $p=.05$ level of significance.

Table B-26. GVF Minimal Detectable Percentage Differences Between Male and Female Reserve Spouses (Using Point Estimate of 30%)

Spouse Subgroup	Females
Males	1.95%

Note. Computed at the $p=.05$ level of significance.

Table B-27. GVF Minimal Detectable Percentage Differences Between Total 1992 Reserve Spouse Population and Reserve Spouse Subgroups (Based on Point Estimate of 50%)

Spouse Subgroup Spouses of:	1992 Reserve Population
ARNG	1.61%
USAR	1.85%
USNR	2.34%
USMCR	3.83%
ANG	1.99%
USAFR	2.69%
USCGR	3.92%
Officers	1.44%
Enlisted members	1.29%
Males	1.23%
Females	2.12%
E1-E4	2.43%
E5-E6	1.49%
E7-E9	2.02%
O1-O3,WO1-WO3	2.24%
O4+,WO4	2.02%
Unit members	1.21%
Military technicians	2.07%
CPS married women (18-64)	1.93%
SIPP married women (18-64)	2.29%

Note. Computed at the $p=.05$ level of significance.

Table B-28. GVF Minimal Detectable Percentage Differences Between Spouses of All Reserve Officers and Spouses of All Reserve Enlisted Members (Based on Point Estimate of 50%)

Spouse Subgroup Spouses of:	Enlisted Members
Officers	1.52%

Note. Computed at the $p=.05$ level of significance.

Table B-29. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Member Pay Grade Groups (Using Point Estimate of 50%)

Spouse Subgroup Spouses of:	E1-E4	E5-E6	E7-E9	O1-O3, WO1-WO3
E5-E6	2.59%	X	X	X
E7-E9	2.93%	2.21%	X	X
O1-O3,WO1-WO3	3.08%	2.41%	2.77%	X
O4+,WO4	2.92%	2.21%	2.59%	2.76%

Note. Computed at the $p=.05$ level of significance.

Table B-30. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Member Status Subgroups (Using Point Estimate of 50%)

Spouse Subgroup Spouses of:	Unit Members	IMA's
IMA's		X
Military technicians	2.09%	

Note. Computed at the $p=.05$ level of significance.

Table B-31. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Component Members (Using Point Estimate of 50%)

Spouse Subgroup Spouses of:	ARNG	USAR	USNR	USMCR	ANG	USAFR
USAR	2.14%	X	X	X	X	X
USNR	2.58%	2.74%	X	X	X	X
USMCR	3.98%	4.08%	4.33%	X	X	X
ANG	2.27%	2.44%	2.84%	4.15%	X	X
USAFR	2.90%	3.04%	3.36%	4.52%	3.13%	X
USCGR	4.07%	4.17%	4.41%	5.35%	4.24%	4.61%

Note. Computed at the $p=.05$ level of significance.

Table B-32. GVF Minimal Detectable Percentage Differences Between Male and Female Reserve Spouses (Using Point Estimate of 50%)

Spouse Subgroup Spouses of:	Females
Males	2.13%

Note. Computed at the $p=.05$ level of significance.